

Interagency Council on Veterans Affairs (ICVA)

## **2018 Biennial Report to the Governor and the Nevada State Legislature**



This report fulfills the reporting requirement directed in Nevada Revised Statutes 417.0195(8)

Information in this report covers Calendar Year 2017

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# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

## Executive Summary

The following report fulfills the requirement of NRS 417.0195 that the Interagency Council on Veterans Affairs (ICVA) submit a biennial report to the Governor and the Nevada Legislature. This report includes a background of the ICVA, successes of state programs, an overview of the activities of the ICVA, ICVA recommendations, as well as the synthesized veterans' data submitted by the various state agencies and regulatory boards. In addition, this report transmits the following other critical veteran's reports: The Service Members, Veterans, and their Families Behavioral Health Subcommittee (SMVF-BHC) Report, the Nevada Veterans Services Committee (VSC) Report, the Nevada Women Veterans Advisory Committee (WVAC) Report, and the Nevada Department of Veterans Services (NDVS) Report to the Nevada Veteran Community on the 79th Legislative Session. The most significant topics addressed by the ICVA in CY 2017 included veterans unemployment and suicide prevention.

**Veterans Unemployment:** Service members and veterans name "finding a job" as the greatest concern and challenge during transition. In the 2017 Legislative Session, twenty-five veterans bills were passed and signed into law, making Nevada a leading state in not only taking care of its veterans, but establishing best practices in responding to veteran's concerns. One of these important Bills was Assembly Bill (AB) 309, which expands interview opportunities for veterans seeking employment with appointing state agencies. AB 309 guarantees interviews for all qualified veteran applicants with a service-connected disability. Additionally, state agencies are required to interview qualified veteran applicants without a service-connected disability that is equal to at least 22 percent of the total number of qualified applicants interviewed. If the percentage of qualified veterans is not a sufficient number to reach 22 percent, the hiring agency must interview all qualified veterans on the hiring list. In this report, the ICVA provides several recommendations that could continue to improve veterans' employment outcomes.

**Suicide Prevention:** In their 2017 report, "Special Surveillance Report: Veterans Suicide," the Nevada Department of Health and Human Services Office of Analytics reported that in 2016, 126 veterans committed suicide. The statistics reported by the State of Nevada are similar to those reported by the federal Department of Veterans Affairs, which reported that in 2014, 127 Nevada veterans committed suicide.<sup>1</sup> During the 2016 Veterans Legislative Symposium, both Northern and Southern veterans communities proposed to make suicide prevention/awareness statewide Priority Number One. Specifically, Symposium attendees recommended that suicide prevention/awareness training be mandated for those who most commonly might come in contact with at-risk veterans (medical professionals, first responders, veteran service officers, etc.). This recommendation was adopted and enacted into law through AB 105 during Nevada's 79<sup>th</sup> Legislative Session.

The ICVA established the Behavioral Health Subcommittee in 2016 to participate in the federal Substance Abuse and Mental Health Services Administration (SAMHSA) 2-day Policy Academy: Interagency Leadership Initiative. The suicide prevention recommendations proposed by the ICVA's Service Members, Veterans, and their Families (SMVF) Behavioral Health Subcommittee are fully endorsed by the ICVA.

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<sup>1</sup> Department of Veterans Affairs, <https://www.mentalhealth.va.gov/docs/data-sheets/Suicide-Data-Sheet-Nevada.pdf>

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## Quick Look at 2017 Veterans Reports Recommendations

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### ICVA

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

**Recommendation 2:** 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 3:** Encourage the ICVA to establish a Master Service Agreement between participating departments and agencies within the ICVA detailing roles and responsibilities for information sharing (especially in regards to the Nevada Veterans Information System), programmatic collaboration, as well as the use of facilities for special outreach events.

**Recommendation 4:** 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 5:** Require the Nevada Department of Corrections (NDOC) to work with NDVS and the U.S. Department of Veteran Affairs to develop intake/exit questionnaires to identify eligibility and services available to incarcerated veterans while serving and upon release.

**Recommendation 6:** Support and promote military culture and veterans cultural awareness training for medical providers and service providers; when eligible, this training should be awarded continuing education credits by the respective licensing boards.

**Recommendation 7:** 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 8:** Increase awareness on the Standardized Care of *Service Members, Veterans, and their Families for Public and Private Providers* as provided by the U.S. Department of Veterans Affairs.

**Recommendation 9:** Explore peer-to-peer approaches to service members, veterans and their families.

### SMVF BHC

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

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**Recommendation 3:** Encourage the 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 conduct an analysis of suicide ideology among NNG service members.

**Recommendation 4:** Require NDOC to work with NDVS and the U.S. 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. Department of Veterans Affairs.

**Recommendation 8:** Explore peer-to-peer approaches to service members, veterans and their families.

## VSC

**Recommendation 1:** The Nevada State Legislature should pass a Concurrent Resolution to honor Nevada's Fallen.

**Recommendation 2:** NDVS should continue to pursue activities in support of reducing suicide among Nevada's veterans.

**Recommendation 3:** NDVS should continue to improve outreach to rural and Native American populations, and to incarcerated veterans pending release.

**Recommendation 4:** NDVS should continue to pursue water-wise options at State Veterans Cemeteries.

**Recommendation 5:** NDVS should determine if there are gaps in services for student veterans.

**Recommendation 6:** NDVS should continue training Nevada Veterans Advocates (NVAs) and Veterans Service Officers (VSOs).

**Recommendation 7:** Nevada State agencies should support veteran personal data input into the Nevada Veterans Information System (VIS).

**Recommendation 8:** The State of Nevada should determine if Nevada veteran graduates are gainfully employed with a livable wage six months after graduation.

**Recommendation 9:** NDVS should consider offering a weekend burial option at Nevada State Veterans Memorial Cemeteries.

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**Recommendation 10:** The State of Nevada should continue to provide funding for the Adopt a Vet Dental Care Program.

**Recommendation 11:** NDVS should continue their efforts under the Veterans in Care (VIC) Program.

**Recommendation 12:** As the new Northern Nevada Veterans Home is constructed, funding and modernization efforts should continue at appropriate levels at the Nevada State Veterans Home (NSVH) in Boulder City.

**Recommendation 13:** NDVS should continue to pursue solutions for adequate Veteran Service Officer (VSO) support throughout Nevada.

**Recommendation 14:** The State of Nevada should pursue options to improve support to Caregivers of Nevada's veterans.

**Recommendation 15:** Allow NDVS to reclassify the Women Veterans and Rover Program Coordinator position to a Veterans Services Officer/Women Veterans Coordinator position.

## WVAC

**Recommendation 1:** Recommend that NDVS develop a Women Veterans training module to be included in the training for Nevada Veterans Advocates and the Nevada Veterans Service Officers

**Recommendation 2:** Recommend NDVS continue their implementation plans for its Veterans Information System (VIS) database, continue looking for partners to increase the data available to better identify Veterans, and continue to seek budgetary or grant funding to fund the continued administration of the VIS.

**Recommendation 3:** Recommend NDVS develop a database of Veteran resources to share with 2-1-1 Nevada. This is a possible legislative issue and may require funding.

**Recommendation 4:** Support NDVS efforts and funding to conduct additional Military Sexual Trauma workshops in Nevada to educate Women Veterans, their supporters, their caretakers, and healthcare professionals.

**Recommendation 5:** Support the Veterans Unit of NDOC Re-entry Department. The mission of the NDOC Re-Entry is to enhance public safety by providing offenders effective program services to prepare them for established re-entry into the community.

**Recommendation 6:** Recommend NDVS be allowed to reclassify the Women Veterans Coordinator/Rover position to a Veterans Services Officer/Women Veterans Coordinator position.

**Recommendation 7:** Recommend NDVS be allowed to hire two additional Veterans Services Officers (VSO) to be located in Pahrump and Fallon.



# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

## Purpose

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The following report fulfills the requirement that the ICVA submit a biennial report to the Governor and the Nevada Legislature. This report includes a background of the ICVA, successes of state programs, an overview of the work of the ICVA, policy recommendations, as well as the synthesized veterans' data submitted by the various state agencies and regulatory boards.

## Background

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The ICVA, first created by Governor Sandoval's Executive Order 2012-2015 and later codified under NRS 417.0191 through NRS 417.0195, is composed of 11 members of the Governor's Cabinet as well as three members appointed by the Governor, to include representatives from federal and local governments.

The ICVA can trace its beginning to 2012 when Nevada began an aggressive effort to marshal all available resources in the areas of wellness, education, and employment for Nevada's veterans. This statewide strategic planning initiative was 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. The ICVA's role under this initiative is to identify state wide resources, creating efficiencies in local, state, and federal services, as well as the non-profit sector, and to establish plans necessary to improve the lives of veterans, active duty military serving in Nevada, the National Guard and Reserve, and their families.

The ICVA's duties as outlined in NRS 417.0195 are as follows. The members of the ICVA shall:

- Identify and prioritize the needs of veterans and service men and service women 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 service men and service women and their families in this State.
- On or before February 15 of each even-numbered year, submit a report concerning the activities of the ICVA during the preceding two calendar years and any recommendations of the ICVA to the Governor and the Director of the Legislative Counsel Bureau.
- Develop and disseminate best practices for improving outcomes for veterans and service members and servicewomen and their families through policy recommendations at the state and local government levels.
- Foster the development and dissemination of research and policy for improving outcomes for veterans and service members and servicewomen and their families.
- Develop and administer a fellowship program to increase research on improving outcomes for veterans and service men and service women 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.

A listing of members and detailed biographical information can be found in **Appendix B** of this report.

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## **Calendar Year 2017 Activities of the ICVA**

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In 2017 Nevada held its 79<sup>th</sup> Legislative Session where a number of the ICVA's 2016 recommendations led to the adoption and passage of 25 veterans' policy bills, expanding the services, benefits, and programs that Nevada offers its veterans and their families; furthering Governor Sandoval's goal to make Nevada the most military-and-veteran-friendly state in the Nation.

The ICVA's focus in 2017 was to: (1) focus on the implementation of, and instruction concerning, newly adopted veterans statutes, and, (2) review Nevada's programs assisting veterans to ensure state efforts are coordinated, efficient, and responsive to the needs of veterans and their families.

The following is a summary of the ICVA's work in 2017. The quarterly meetings of the ICVA, and its SMVF BHC subcommittee resulted in the development of **17** programmatic and policy recommendations.

### **Jun. 15, 2017 - Presentation from the Governor's Women Veterans Advisory Committee (WVAC)**

The WVAC was established by Assembly Bill 241 during the 78<sup>th</sup> Legislative Session to support and assist 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 NDVS; and (5) working cooperatively with the ICVA.

The WVAC explained that women veterans are unique because many do not identify as veterans. Because of this, the WVAC strongly supported Senate Bill 137 from the recent Legislative Session to change how the State asks about veteran status, specifically asking someone if they served in the military instead of simply asking if they are a veteran. Data shows that more women are likely to identify as a veteran if they are asked, "did you serve in the military?" Rephrasing the question helps better identify who our women veterans are and where they are located.

Additionally, the WVAC briefed the ICVA on a number of outreach events being conducted to train medical providers on the unique needs of women veterans. The WVAC is also active in conducting outreach to veterans who have suffered military sexual trauma (MST).

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.

Lastly, the WVAC addressed their work with NDOC staff to help identify the population of incarcerated women veterans. Also, stated the change in intake forms is a great first step as there is no data on the number of women veteran inmates.



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## **Jun. 15, 2017 - Presentation from the Nevada National Guard's State Partnership Program (SPP)**

The NNG provided background on the SPP, which is a State Department program linking state's National Guard with the armed forces of a partner nation in a cooperative, mutually beneficial relationship. The SPP supports Combating Command and Embassy security cooperation objectives to build capacity and capability within partner security forces. However, the SPP is largely focused on civil affairs whole-of-society benefits, which allows for a variety of partnerships and assistance.

Nevada's national partner is the nation of Tonga. Nevada hosts the sixth largest population of Tongan's in the United States and shares similarities in agricultural sensitivities and similar natural disasters. The NNG has helped in disaster management and food security, specifically arranging assistance from a food security specialist. Security assistance has focused on drug task force training, provided training by a sheriff's deputy from Douglas County. Other partnership opportunities are vast and there are other Pacific Islands, which the NNG is focused on expanding, with the authority of the State Department.

## **Sep. 28, 2017 - Brief on the Department of Employment, Training, and Rehabilitation (DETR) partnership with Hilton Honors Military: Points Donation**

DETR provided an overview on a new collaboration with Hilton Resorts, the National Association of State Workforce Agencies (NASWA) and Individual Workforce Agencies to donate hotel points to eligible transitioning service members, veterans, and military spouses to support travel related for job search activities. If approved by Nevada's American Job Centers the participant receives 100,000-point donation to support the travel, which do not expire. The points could be use at any hotel owned by the Hilton, supporting roughly 7-8 days in a hotel. Eligibility criteria consists of the veteran actively seeking employment and being unemployed or underemployed, as well as service members must be transitioning within 60 days. Possible employer must be more than 75 miles from residence.

Eligible veterans must be registered with the Nevada American Job Centers, at any office. This program will be rolled out in 2018 after final documents are finalized with the Hilton. Once program is in place advertising material will be shared with the ICVA.

## **Sep. 28, 2017 - Presentation from the Job Training, Employment Skills Training, Apprenticeships and Internships Program (JTEST-AI)**

Julian Duhe, Program Manager from Nellis Air Force Base briefed about the Job Training, Employment Skills Training, Apprenticeships and Internships program. The purpose of the JTEST-AI program is to facilitate the transition of eligible service members into civilian sector jobs/careers by promoting apprenticeships and internships with the Career Skills Program (CSP) provider or any other employer that has a high probability of post-service employment. Under this program, transitioning Airmen can apply to participate in apprenticeships and internships in the civilian workforce during their last 180 days on active duty. Under JTEST-AI, Airmen learn valuable technical skills and get the opportunity to refine social skills that may differ in the civilian work setting. Because the Airmen are still under active duty status they continue to receive a military salary and will not receive any form of financial compensation from a CSP provider.

The program is available for both public and private sector employers and providers. Currently, there is no list of participating organizations. This program is at the embryo stages and currently working with the City of Las Vegas to encourage local businesses to enroll.

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## **Sep. 28, 2017 - Presentation and Update on the Patriot Employer Program (PeP)**

NDVS provided an update to the Patriot Employer Program (PeP). This program is a partnership with the Governor's Office of Economic Development (GOED), DETR, the NNG, and the Employer Support Guard and Reserve organization that expands on the Governor's previous Green Zone Employer Program. It is designed to give employers information that can help them locate and recruit veterans, how to establish a veteran friendly workplace, and how to retain veteran employees. PeP provides free online training for employers to inform them on benefits, such as federal and state tax breaks for hiring veterans. NDVS encourages all agency HR personnel to take the course to learn as well as provide feedback on the courses. Employers who complete the course receive a signed certificate and decal from the Governor along with ongoing updates and information. NDVS' main challenge is how they can reach out to employers and working with partners on reaching out to participants. Currently about 50 participants have completed the PeP program.

## **Dec. 19, 2017 - Update on the Implementation of AB 309 from the 79<sup>th</sup> Legislative Session**

AB 309 was adopted from the recommendations of the ICVA, requiring the creation and appointment of a State of Nevada Department of Human Resources (DHRM) Veteran Personnel Coordinator and establishes the duties of that position. This bill requires DHRM to submit monthly reports that list the names of all veterans and widows and widowers of those killed in the line of duty, to the extent the information is available, who are employed by the state. Additionally, a quarterly report is to be submitted to the Governor and the Legislative Counsel Bureau (LCB) Director providing the total combined number of veterans and widows and widowers of those killed in the line of duty who were hired by the State during the quarter, to the extent the information is available. Also, AB309 requires that the percentage of officers and employees in the state be proportional to the veterans population of this state.

AB 309 amends the preference to hire veterans by allowing 10 points to be added to the passing grade achieved on the examination to all nonservice-connected disabled veterans and widows and widowers of those killed on duty. Lastly, hiring authorities are required to interview all eligible veterans with a service-connected disability.

Council member Doug Williams, representing DHRM, updated the ICVA on the implementation of AB 309. DHRM has facilitated necessary programming changes on NVAPPS so that when hiring agencies receive a list of eligible candidates, eligible veterans with a service-connected disability and all other veterans are clearly identified on that list. Additionally, when agencies receive the list there is a tab with a calculator on the list to identify the number of veterans with a service-connected disability on the list and the number veterans without a service-connected disability that they have interviewed in relation to those interviewed as a whole, to ensure they meet the 22% mandate. DHRM is still limited in accessing the data of the total number of veterans employed; the collection is limited to self-identification after becoming a state employee. More programming changes would be necessary to fully extract data regarding the total number of veterans with a service-connected disability and all other veterans who were provided interview opportunities.

## **Dec. 19, 2018 - Discussion on Veterans Suicide**

The Office of Public Health Informatics and Epidemiology submitted the "Special Surveillance Report: Veterans Suicide 2010-2016," (2017). The data and information contained in the report highlights the

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need for efforts to address and prevent this public health problem. The suicide death counts for 2010-2016, which demonstrates that 804 or 23% of all suicide deaths were veterans.

The report demonstrates that Nevada's younger veterans have a higher rate of suicide and older veterans commit higher counts of suicide than their non-veteran counterparts. Also addressed in the report is the fact that 72% of all veteran suicides resulted from the use of a firearm—about a quarter more than the general population. An area where we can make some changes may be in firearm safety.

Marilyn Scholl, Social Worker from Sierra Nevada Veterans Health Care System, provided a presentation of the VA's suicide prevention efforts. Veterans suicide prevention is a top priority for U.S. Department of Veterans Affairs and a significant federal effort is underway to take action to eliminate veteran suicide. The veterans suicide hotline is as busy as always, to include new texting features. U.S. Department of Veterans Affairs Hospitals located in Nevada assign case managers to at-risk veterans and provide connections to the most appropriate provider to best assist veterans. The VA also assists healthcare providers when they identify any suicide symptoms or ideation.

"Make the Connection" is a promising new program that helps veterans self-identify ideation or other behavioral problems. The program connects a veteran to a virtual buddy representing either a Vietnam Veteran or new era veteran, whichever is more appropriate to the individual. Additionally, there is an increase in female veteran suicide and there are a number of new programs to connect female veterans to appropriate care. In the State of Nevada, the VA has partnered with the State Office of Suicide Prevention to conduct outreach to encourage gun safety and gatekeeper training, such as SafeTALK. This is a training designed for people who have a fair amount of contact with veterans to recognize signs of suicide. Anyone interested can contact the Reno VA or the Office of Suicide Prevention.

## **Dec. 19, 2018 - Discussion and approval of establishing a best practices recognition program**

During an ICVA Meeting, Council Member Brigadier General Burks offered the idea of creating a program to recognize Nevada's businesses that go beyond in assisting the military, veterans and their spouses. The Department of Defense has what they call the Freedom Award; it is part of the Employer Support Guard and Reserve program. ESGR solicits nominations, roughly 3,500 a year, which are submitted from members of the Guard or Reserves to nominate their employer for an outstanding act taking care of military members through employment or other support services.

Each year fifteen awards are presented nationwide and the criteria are very steep to narrow down to 100, then to the last 30. One person from DOD reads the last 30 and selects the top fifteen. It is an outstanding way to recognize an employer. Within the State of Nevada, the ICVA agreed that nominations should be solicited from not only Guard and Reserve members, but should also include active duty and veterans.

Normally there are three categories from small employer to large employer and from the government sector. The DOD packet presented provided information regarding the nomination criteria, the series of awards, and any information of who is eligible and what it takes to compete, as well as the application process that is hosted online. The criterion is extensive and allows nominees to submit narrative information to demonstrate the nominated organization's deep and honest commitment in support of the military.

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During the December 2017 meeting, the ICVA voted and approved creating the Nevada Freedom Award Program. Additionally, the ICVA agreed to create two categories for awards, such as awards for employment purposes (small, medium and large businesses), and an award for support assistance/programs (from small, medium, and large organizations). Lastly, the ICVA agreed to have the Governor award the winning organizations during the Annual Governor's Conference on Business.

## ICVA Detailed Recommendations

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The recommendations below were voted on and approved by the ICVA. They were developed through the various findings discussed during the quarterly meetings as well as recommendations by the Council and its subcommittees 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 on boarding process. Group meetings would be held on a quarterly basis and current statute allows 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: 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 3: 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 4: Encourage the 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.**

Tragically, in 2016, three Nevada National Guard members died by suicide.

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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 5: Require NDOC to work with NDVS and the U.S. 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.

This information is also important for Veterans Service Officers (VSOs) as they meet one 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; the Veterans Benefits Administration 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.

**Recommendation 6: 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 by the Substance Abuse and Mental Health Services Administration as a best practice, 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 are also additional resources within the NSHE system that can and should be leveraged to produce worthwhile training, such as the Medical Schools.

**Recommendation 7: 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 that 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.

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## **Recommendation 8: Increase awareness on the Standardized Care of SMVF for Public and Private Providers as provided by the U.S. Department of Veterans Affairs.**

During the Governor's 2016 Opioid Summit, the Southern Nevada VA Healthcare System 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 is 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 believes all other medical providers should be aware of the standards of care to increase the opportunity for implementation.

## **Recommendation 9: Explore peer-to-peer approaches to service members, veterans and their families.**

Through the subcommittee's research, we have found there are three existing peer-to-peer groups, some formally trained and certified while others are informal. 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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## State of Nevada Veterans Programs and Successes

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This section of the report showcases new State of Nevada Veterans Programs established to assist Nevada's veterans, service members, and their families; and outlines successes in deferring these programs.

### Nevada Department of Veterans Services

#### Connecting Veterans to Benefits:

- In 2017, Nevada Veterans Advocates (NVA's) proved to be a key force multiplier, helping NDVS almost quadruple our outreach throughout the state. We currently have over 310 certified NVA's and over 700 enrolled. We conducted two NVA workshops in 2017, one in Las Vegas and one in Reno.
- Created the Veteran Welcome Home Program, sending about 1,000 letters (to date) to veterans who indicated on their military discharge documents that they intended on relocating to Nevada. This letter provides veterans with information regarding Nevada's Wellness, Employment, and Education Programs.
- Hired a Northern Nevada Community Outreach Director. Since 2013, NDVS has had a Community Outreach Director in Las Vegas but had no staff to support Outreach in Northern Nevada. With this new position, NDVS now provides more community outreach, participating in 392 events in 2017.
- Successfully applied for a \$100,000 U.S. Department of Veterans Affairs Rural Transportation Grant. NDVS provided these funds to the Elko County Transit Department and Nye County Coalition to help veterans in Elko and Nye counties travel to VA medical clinics or hospitals. This is the fourth year in a row that NDVS has applied and received this grant approval.
- Successfully applied for a \$46,400 U.S. Department of Veterans Affairs Adaptive Sports Program Grant to support the Cities of Reno and Las Vegas, and the Sky Tavern Disabled Veterans Sports Program with funding needed to conduct therapeutic recreational services.
- Partnered with Department of Health and Human Services (DHHS) to house a Medicaid Eligibility Specialist at the Nevada State Veterans Home in Boulder City. This important collaboration ensured that veterans residing at the Home have information about, and access to, Medicaid benefits.
- Participated in monthly radio programs and periodic television telecasts to discuss veterans' benefits and services in Las Vegas and Reno, reaching veterans throughout the state.

#### Honoring Nevada Veterans:

- Supported the efforts of the Veterans Service Commission in selecting a design for the Battle Born Memorial to Nevada's Fallen. Governor Sandoval approved the memorial for construction on the Capitol Grounds.

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- In partnership with the Nevada Veterans Coalition, a Memorial to Nevada's Frontier Soldiers was erected and dedicated at the Northern Nevada Veterans Memorial Cemetery (NNVMC). In addition, the renovation of NNVMC Monument Garden was completed.
- The five million dollar Southern Nevada Veterans Memorial Cemetery (SNVMC) Raise and Realignment Grant Project was completed, which include 17 burial sections and the memorial section with a total of 14,000 grave markers being realigned.
- Planned and executed, in partnership with the NNG and the United Veterans Legislative Council (UVLC), a successful Veterans and Military Day at the Legislature (VAMDAL) at the Capitol grounds in Carson City. More than 300 active duty military and veterans, their families and supporters attended the ceremony.
- Hosted a World War I Memorial Ceremony in honor of Nevada's WWI veterans in partnership with the Nevada Veterans Coalition. Hundreds attended to remember and honor Nevadan's who died in WWI.
- Assisted volunteer groups conduct Memorial Day ceremonies, unaccompanied veteran memorial services, and "Missing in America" ceremonies at Nevada's Veterans Memorial Cemeteries.
- As part of the on-going effort to lower water costs, the NNVMC installed a synthetic lawn test area to determine the feasibility of some areas using artificial turf rather than sod, thus saving the expense of irrigation.
- Modifications and maintenance projects were completed at both of Nevada's Veterans Memorial Cemeteries, improving appearance and accessibility.

## **Improved Timeliness and Quality of Claims Outcomes for Nevada Veterans:**

- The Veterans Advocacy Support Team (VAST) office appointment policy was changed to allow for walk-in appointments. This change, coupled with the increase in staffing approved during the past legislative session and other operational efficiencies, resulted times being reduced from up to eight weeks to less than three weeks in all VAST offices.
- Adopted a new veterans claims management system, VETRA-SPEC, which allows veteran's service officers to access their data from any computer with Internet access. This eliminated the need to export and import records across machines and saved many hours of administrative time that was redirected to direct veteran services.

## **Supporting the Needs of Aging Veterans:**

- The Nevada State Veterans Home (NSVH) celebrated its 15<sup>th</sup> anniversary and continued to be ranked 5 of 5 stars in the CMS Nursing Home Compare listing. For the fifth year, the NSVH received a Quality of Care Award from HealthInsight; one of only five nursing homes in the state to receive such an award. The Home received the Eli Pick Facility Leadership Award in 2017; fewer than 9% of the facilities nationwide qualify. In addition, the NSVH continues to rank in the top 5%

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in the Pinnacle Customer Service Recognition Program. Two of the nurses at the Home were honored by the Perry Foundation as Nurse Educator of the Year and Nurse Leader of the Year.

- The Veteran in Care (VIC) Initiative reached nearly 2000 veterans and their family members by the close of 2017. VIC provides facilities claim filing assistance, state honor ceremonies, partnership development, and military culture training. The program, which has resulted in about 10% of participants reaching out to NDVS for information about services and assistance filing for claims, has been nominated as a U.S. Department of Veterans Affairs National Best Practice.
- The VIC Military Culture Training Program was developed in 2017 in Partnership with the University of Nevada, Reno and the Perry Foundation, and offered at no cost to health care professionals throughout the State. The training enhanced understanding of how military experience affects aging veterans, especially those with cognitive impairment. Ten workshops were presented and attended by 355 health care professionals and others working with geriatric populations. Attendee feedback estimated that 2,000 people benefited from the knowledge participants gained attending the class.
- Many critical infrastructure and operational improvements were made at the NSVH this year. For example, the roof was repaired, the water purification system enhanced, and the NSVH added new technology for scheduling and care delivery medical records management.
- The NSVH obtained certification in the Music and Memory program. Music and Memory is a national study that is grant funded through the Perry Foundation. The program is grounded in extensive neuroscience research with the purpose of enhancing quality of life.

## **Assisting Veterans Gain and Hold Meaningful Employment:**

- Completed and published the Patriot Employer (PeP) online training course for employer's/HR specialists. PeP Course participants learn the importance of hiring veterans, where to find veteran employees, and Federal/State financial benefits associated with hiring veterans and their spouses.
- Assisted conduct and promote veterans hiring fairs throughout the State, to include a Veterans Fair in Elko, in partnership with the VA, the Nevada National Guard, and Elko veterans service organizations.
- Created a new contract position, the Veterans Employment and Education Program Manager (VEEP). The VEEP is responsible for planning, coordinating and directing programs designed to improve outcomes for student veterans. The VEEP worked with student veteran resource centers to determine gaps in services and programs needed and collaborated on engagement and strategy to improve veteran education outcomes.
- Commenced statewide initiative to reach out to and support the student veteran populations within post-secondary and licensed training institutions (NSHE & Non-NSHE, Non-college degree, OJT/Apprenticeship Programs). Toured 15 campuses across the State to meet with staff and faculty to discuss veteran enrollment, transitional challenges and best practices to improve programs and services, increase student veteran engagement, and positively influence and support student veterans.

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## **Assisting Unique Population Veterans:**

- Held our first Native American Workshop in partnership with the Nevada Indian Commission and the VA's Office of Tribal Government Relations. The Workshop was held in Reno to bring Native American veterans and their supporters together to discuss challenges and to identify needed resources. The inaugural event included 20 tribes, represented by 72 tribal members.
- Expanded services, in partnership with the VA and the Perry Foundation, to include Military Sexual Trauma (MST) training and information programs. These services assisted veterans who suffered sexual trauma while on active-duty or during other military training. Two MST events were conducted in 2017; one to provide information and assistance to those suffering from MST or supporting MST victims, and one for health care professionals which offered continuing education units.
- Expanded services to incarcerated veterans. NDVS has provided veterans service officer support, on request, for many years, but in 2017, we began a comprehensive effort in partnership with the Nevada Department of Corrections, the VA, and Nevada's Veterans Specialty Courts to help veterans prepare for successful reintegration on release. VSOs are now available to inmates (in person and via teleconference) to prepare claims and offer program and service information. Additionally, NDVS provided an AmeriCorps member to assist with re-entry programming and to help the High Desert State Correctional Facility create the first Incarcerated Veterans Unit in southern Nevada. The first of this class graduated in August 2017.
- Expanded outreach to LGBTQ veterans. As LGBTQ veterans may have received a discharge characterization that was less than Honorable, NDVS developed a brochure entitled, "Things Have Changed" to inform the veterans' community of the actions LGBTQ veteran can take to request a discharge upgrade or to apply for benefits they have earned. Additionally, NDVS hired a Unique Veterans Outreach Coordinator who reached out to the LGBTQ community to provide information at dozens of outreach events (four of which were events specifically recognizing the LGBTQ community) and directed them to Veterans Service Officers as needed.

## **Identifying Needs and Gaps in Veterans Services, Programs, and Policy:**

- The construction of a Northern Nevada State Veterans Home became a reality at the close of the 2017 Legislative session, with the passage of the State Capital Improvement budget advancing the funds at the request of Governor Sandoval to begin construction in 2017. Groundbreaking was held in July and the home is on schedule for completion in December 2018.
- In January 2017 NDVS conducted two Legislative Summits, one in Las Vegas and one in Carson City with more than 100 attendees participating. Participants learned how to work with legislators to enact legislation and received information regarding known veteran and military Bill Draft Requests being considered for the 79<sup>th</sup> Legislative Session.
- Conducted a Veterans Service Officer Study to determine the number, location, skills, and training needed to best support Nevada's Veterans. The results of the study assisted us revise our Standard Operating Procedures, our Training Programs, and will affect future stationing of VSO's.

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- Conducted a study of Cemetery watering plan alternatives based on budgets and internment rates from present day to 2043. The results of this study are being used to determine the most cost effective water source to use for turf management.

## Department of Administration

### Division of Human Resource Management

In December of 2015, a Veterans Coordinator position was created within the Division of Human Resources Management (DHRM) and the new coordinator was tasked with developing a veteran employment program that would improve veteran hiring for state positions. Because of the program, DHRM outreach initiatives increased significantly in 2017 and over 1,100 separating service members and veterans received information and guidance on State of Nevada career opportunities. In 2017, the Veteran Coordinator directly assisted with more than 380 veteran applications resulting in 177 agency interviews and 78 veterans hired.

Additionally, DHRM provided assistance on amendments proposed in Assembly Bill (AB) 309, related to veterans hiring preferences during the 79th Legislative Session. AB 309 became effective on October 1, 2017 and notably enhanced veteran hiring preferences. AB309 guarantees interviews for qualified veteran applicants with a service-connected disability and mandates that at least 22% of the total number interviewed for a state position must be qualified veterans without a service-connected disability, provided eligible applicants are Nevada residents. DHRM ensured necessary programming changes were made within the State's Human Resource Information System to accommodate the changes and created an efficient process for State Agencies to accomplish the new mandate.

## Nevada National Guard

### Nevada Guard's Family Programs

For this first time since its inception, the Nevada National Guard's State Family Programs office is nationally accredited. The office has received notice from the Council on Accreditation that it had successfully met the requisite requirement for Military Family Readiness Accreditation. The process took two years and the accreditation means the Nevada National Guard Family Programs Office meets the same standards as those existing at active duty Department of Defense installations. The accreditation is good through Oct. 31, 2021.

### Employer Support of the Guard and Reserve (ESGR)

On October 1, Nevada (NV) ESGR welcomed a new State Chair, Navy Reservist Mary T. Johnson who resides in Henderson, NV. Mary was sworn in after New Chair Training on November 14 and presented with a certificate by National Chair Craig R. McKinley at ESGR Headquarters in Alexandria, Virginia at a ceremony on November 17. Mary Johnson is a Lieutenant Commander (LCDR) in the U.S. Navy's Information Warfare community, currently assigned at the Naval Aviation War fighting Development Center (NAWDC) in Fallon, NV. Much of LCDR Johnson's 14-year Reserve career has been spent on active duty, having deployed multiple times. Mary replaces Steve Karrick and begins a three-year Chair term.

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On August 25, Renown Health was presented with the 2017 Secretary of Defense Employer Support Freedom Award in a ceremony held in the Pentagon. Selected from over 3,000 nominations received from Reserve Component troops across the country, Renown was one of 15 recipients and the seventh ever from the State of Nevada. The award is the highest honor given to employers for support of National Guard and Reserve employees.

## **The Suicide Prevention Program (SPP)**

The Suicide Prevention Program (SPP) hosted a National Guard Bureau sponsored Applied Suicide Intervention Skills Training (ASIST) Train the Trainer event. 23 personnel from 15 States and Territories were certified as ASIST Trainers. The State has a total of 590 Soldiers, Airmen and Civilians trained as ASIST “Gate-Keepers” and 321 ACE-SI trained Soldiers.

## **Child and Youth Programs (CYP)**

The 2017 annual backpack and school supply event sponsored by Operation Homefront and Dollar Tree, open to all branches, held at Reno and Las Vegas.

- 1004 Guard children and youth, preschool through high school
- 400 Service Me and Family Members
- 119 Volunteers

Included resources from American Red Cross, Boys & Girls Club, YMCA, North Las Vegas Police Department and McGruff the Crime Dog, Wounded Warrior Project, the Elizabeth Dole Foundation.

## **Work for Warriors Nevada (WFW)**

WFW partnered with the Southern Nevada VA and the Southern Nevada Veterans Community Engagement Board hold an Employment Fair in collaboration with the quarterly town hall. We had 24 employers in attendance at the event that had the opportunity to meet with over 240 Veterans, Guardsmen, Reservists, and family members. It was a successful event, with all employers excited about the candidates they had spoken to and requesting another event soon.

WFW continued testing sessions with the Nevada Department of Public Safety this quarter, and has continued to see candidates through the background process. We expect several more candidates to begin the upcoming academies.

## **Department of Employment, Training and Rehabilitation**

### **State of Nevada Veterans Employment Service**

The State of Nevada Veterans Employment Service provides vital employment services to Nevada’s separating veterans and veterans who have been out of the military for a number of years. Once a veteran, always a veteran. These employment services are provided at no cost at all Nevada JobConnect offices statewide.

The services include skills assessment, resume preparation assistance, interview assistance and referrals to local employers seeking to hire veterans. Select veterans resumes may be marketed directly to employers seeking veterans with certain skill sets. Each JobConnect location has a resource



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room with computers, telephones, printers, copy and fax machines, resume paper, etc. These are but a few of the services offered at each location.

Enrollment in state funded initiatives such as the Silver State Works program, which may assist with placement incentives for businesses and the Career Enhancement Program (CEP) may assist veteran job seekers with skill enhancement training and supportive services.

All veterans seeking services through the Nevada JobConnect system will receive Veterans' Priority of Service. This entitles them to receive services and training opportunities ahead of non-veteran job seekers in most programs.

## **Success stories**

State of Nevada Veterans Employment Service has a very successful partnership with local employers seeking to hire veterans. In the latest quarter, the Local Veterans Employment Representative (LVER) has worked diligently to establish direct working relationships with businesses seeking to hire veterans. In this quarter resumes were marketed directly to employers seeking veterans, this resulted in 23 veterans being directly hired by employers. This is in addition to the automated referrals provided through the EmployNV workforce system.

The latest statistics show that during program year 2015, 4,721 veterans achieved employment after participating with Nevada JobConnect staff.

## **Department of Health and Human Services**

### **Nevada Office of Suicide Prevention 2017**

The Nevada veterans' suicide rate has been reduced from 24.8/100,000 in 2008 to 19.4/100,000 in 2016. Though this is moving in the right direction, Nevada still has one of the highest veteran suicide rates in the nation. The Nevada Office of Suicide Prevention (OSP) has been working to improve suicide prevention efforts for our Nevada veterans, service members and their families with focus since 2012. The Division of Public and Behavioral Health continues to release an annual report on veterans' suicide to help guide prevention efforts. The U.S. Department of Veterans Affairs has stated that 20 veterans a day take their lives. Only six of those received health care at a VA hospital. To try to increase our connection with veterans not receiving services from the VA, we have strived to build partnerships and increase opportunities for prevention in our communities. To address this, AB 105 was passed in 2017, mandating healthcare and behavioral healthcare providers receive 2 hours of suicide prevention awareness and education every four years.

We are currently working with community mental healthcare providers to educate on Suicide and veterans and connect them into Tri-Care and Choice programs for veterans. The Office of Suicide Prevention is also working to increase our training team, partnering with veteran-serving organizations, the Nevada National Guard, law enforcement agencies and the Nevada Nursing Association. With our partners, the Nevada Office of Suicide Prevention has trained 1,872 veterans, Nevada National Guard and those serving them, in Applied Suicide Intervention Skills Training (ASIST) and safeTALK (suicide alertness for everyone). SafeTALK is offered each month dedicated to veterans run by Veterans Transition Resource Center. The Department of Veterans Services awarded funding to OSP to provide suicide prevention to the Veteran Service Officers and other staff regularly.

The Nevada Coalition for Suicide Prevention (NCSP) partnered with the Office of Suicide Prevention (NOSP), Nevada Firearms Coalition (NVFAC) and the Executive Committee to Review the Death of

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Children to develop a comprehensive public information program around suicide prevention through securing firearms. Materials have been shared with the Clark and Washoe county gun shops, shooting ranges, and firearm training centers, Division of Child and Family Services, Nevada Department of Education, and the Washoe and Clark County School District. The group has trained 10 gun store managers in Applied Suicide Intervention Skills Training (ASIST) and trained 37 gun store employees in Suicide Alertness for Everyone (safeTALK). Our suicide by firearm rate has dropped from 57% to near the national average of 51%.

An exciting opportunity is underway in southern Nevada. Las Vegas was selected for the 2018 "Mayor's Challenge to Prevent Suicide among Service Members, Veterans, and their Families." Finally, the Veterans Services Commission selected the Office of Suicide Prevention as the Veteran Supporter of the Month for January 2018.

## Suicide Statistics:

In 2008, 24.8% of the state's suicides were Veterans

In 2009, 23.4% of the state's suicides were Veterans

In 2010, 23.4% of the state's suicides were Veterans

In 2011, 18.4% of the state's suicides were Veterans

In 2012, 19.1% of the state's suicides were Veterans

In 2013, 23.1% of the state's suicides were Veterans

In 2014, 21.8% of the state's suicides were Veterans

In 2015, 18.8% of the state's suicides were Veterans

In 2016, 19.4% of the state's suicides were Veterans

## Aging and Disability Services Division

The Nevada Department of Veterans Services (NDVS) has launched a "first of its kind" initiative as a continuation of the Governor's commitment to make Nevada the most veteran friendly state in the nation. The Veterans in Care (VIC) initiative is an effort to find our "silent veteran heroes" who may reside in community settings, and are not enrolled in the VA system or are not aware of benefits and services. VIC has three components:

- 1) Education on Benefits and Programs for veterans;
- 2) Veteran Culture Education and Training; and
- 3) Quality of Life Recognition and Communication for the veterans.

NDVS reached out to Aging and Disability Services Division (ADSD) with a desire to find our "homebound" veterans, who are not in care facilities. Through the ADSD Home Delivered Meal programs, NDVS is reaching out to find more silent heroes. The ADSD programs such as the meals programs are grantees who are important partners in this outreach to find, recognize and offer support for information on untapped benefits through their status as veterans and to demonstrate that we as a State truly care about those who served our country.

ADSD has also identified the need to reach out to all homebound recipients on the Medicaid waiver programs. Identifying the Veterans will allow for referral to a Veterans Services Officer who can assure that the Veteran is receiving all the benefits they are entitled to as well as allow for Veteran

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recognition. NDVS is developing a flyer that ADSD case managers can share with waiver clients in order that they might be able to benefit by exploring Veterans Services Officer support or other support mechanisms for Veteran's Assistance benefit programs.

## Nevada System of Higher Education

The Nevada System of Higher Education (NSHE) is dedicated to supporting student veterans and their families in pursuing their educational goals. Student veterans are growing in number not only in Nevada, but also across the nation. This particular student population often faces unique challenges in assimilating back into civilian life. It is the goal of NSHE and its institutions to provide the necessary services to support student veterans, in order to ensure their success in achieving their educational goals.

NSHE institutions have undertaken a significant technical implementation to improve the collection of veteran enrollment data to make it possible for veterans to self-identify on their application for admission. For academic year 2016-17, 5,896 student veterans were identified across the seven NSHE teaching institutions: the University of Nevada, Las Vegas (UNLV); the University of Nevada, Reno (UNR); Nevada State College (NSC); the College of Southern Nevada (CSN); Great Basin College (GBC); Truckee Meadows Community College (TMCC); and Western Nevada College (WNC). It is important to note that 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.

Additional data on these students for academic year 2016-17 includes the following:

- 4,122 student veterans were certified by an NSHE institution for the purpose of receiving educational benefits.
- 69.6 percent were identified as male and 30.4 percent female. (Gender data is not available for all identified student veterans.)
- The average age of those identified students was 30 years old as of September 2016.
- Of the identified student veterans that were enrolled in Fall 2016, 78.8 percent persisted and enrolled in the Spring 2017 term.
- During academic year 2016-17, 1,134 student veterans received a degree or certificate.

The NSHE prepares an annual report on veterans' that includes data on enrollment and graduation and the primary areas of study selected by veterans, as well as information about how policy changes may have affected the number of students who are veterans enrolled in NSHE and the efforts undertaken by each institution within the System to retain and graduate students who are veterans. This report is available electronically through NSHE's website at <https://www.nevada.edu/ir/>. In addition, the Nevada Legislature and Nevada Board of Regents have established numerous incentives and benefits for veterans attending NSHE institutions, including tuition exemptions and fee waivers under certain circumstances. These incentives are also available on the NSHE website at <https://nshe.nevada.edu/administration/academics-student-affairs/students/student-veterans/>.

Following are excerpts from NSHE's 2016-17 annual report that provide a general overview of some of the services and initiatives at each institution to support student veterans. For more information on the wide-range of services and activities at each institution, please see the annual report at <https://www.nevada.edu/ir/> and the institutional links provided below.

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## **UNLV**

UNLV established the Office of Veteran Services, now called the Military & Veteran Services Center (MVSC), to better serve its growing student veteran and military family community by developing a welcoming, veteran-friendly campus environment that fosters academic and personal success. MVSC is staffed with veterans and GI Bill®-experienced staff to assist more than 1,700 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. In 2017, the MVSC hosted two Rebel Vet Transition Orientations, which provided new veterans with a GI Bill® responsibilities class, information on veteran resources and VA benefits, and connection to UNLV's peer-to-peer network.

Additional information is available in the [NSHE annual report](#) and at <https://www.unlv.edu/veterans>.

## **UNR**

At UNR, the focus of the Veterans Service Office in 2016-2017 was on expanding services offered to student veterans through needs assessment and evaluation for improvement. Two additional full-time positions were funded: 1) Intake Coordinator and Evaluator and 2) Veteran and Military Center Program Coordinator. UNR's initiatives for student veterans include but are not limited to a Veterans' orientation and meeting with an Intake coordinator (Veteran 1-1 Intake) to set up benefits, confirm degree plans, assess needs, offer advisement, and tailor services to the veterans. In addition, each incoming student (first-year and transfer) is assigned to a Vet2Vet Representative who has been trained to follow the student for the first academic year. Services may be tailored to the individual student and include regular communication, ongoing needs assessment for academic and integration success, and workshops for success.

Additional information is available in the [NSHE annual report](#) and at <https://www.unr.edu/veteran>.

## **NSC**

Throughout the past year, NSC implemented initiatives to help build a stable foundation for student veterans on campus. Initiatives include NSC's Scorpions Vets' Club that focuses on promoting awareness of veteran issues, supporting an institutional culture of inclusion, facilitating the integration of veterans into the NSC community, and providing camaraderie for veterans among their peers; priority registration; and a pilot textbook loan program.

Additional information is available in the [NSHE annual report](#) and through <http://nsc.edu/financial-aid/va-benefits/veterans-enrollment-checklist.aspx>

## **CSN**

CSN and its VETS (Veterans Education & Transition Services) Center offer numerous services including, but not limited to, academic counseling and advising. New and undeclared VA beneficiaries are required to meet with a CSN VETS advisor or academic advisor/success coach to assist students in the development of an educational plan aligned with their life goals and objectives and provide up-to-date

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information about institutional policies, procedures, and programs. CSN also offers a Vet2Vet Peer Monitoring Program to increase student veteran retention rates by minimizing initial isolation; reducing the number of student veterans on academic probation and/or suspension; increasing student veteran participation and communication; and equipping student veterans with additional encouragement and inspiration to be successful by bridging the gap between CSN services and support systems.

Additional information is available in the [NSHE annual report](#) and at <https://www.csn.edu/vets-center>.

## **GBC**

GBC established the Elko main Veterans Resource Center (VRC) in October of 2014 to better serve its student veteran population. GBC provides intense academic/motivational/personal support for student veterans & their families, both during their time at GBC and after they have graduated. New initiatives include the Operation Bravo Internship Program, which was established collaboratively by Barrick Gold U.S.A., GBC, and the Nevada Governor's Office of Economic Development. Operation Bravo assists transitioning veterans by setting them up for success through education and employment. While attending GBC and receiving their VA Educational Benefits, student veterans gain valuable paid work experience within their major fields of study, interning with partner employers. Other ongoing programs and initiatives include, but are not limited to, various tutoring options – either with their peers or with GBC faculty/instructors, GBC's academic success center, and mentoring conducted by the VRC.

Additional information is available in the [NSHE annual report](#) and at <http://www.gbcnv.edu/veterans/>.

## **TMCC**

The mission of Truckee Meadows Community College's (TMCC) Veteran Services is to assist its student veteran population in their transition from the military into the academic environment. New and continuing initiatives include an application fee waiver; the Veterans Resource Center with its computer lab, study/conference room, veterans lounge, and separate office space for offsite personnel to utilize for veteran specific purposes; professional development workshops and job preparation classes that are open to all student veterans; a veteran-specific academic advisor to assist with degree planning; early enrollment/priority registration; and a student veteran mentor program.

Additional information is available in the [NSHE annual report](#) and at <http://www.tmcc.edu/veteran-services/>.

## **WNC**

The WNC Veterans Resource Center offers a holistic approach to individual veteran students, including a veterans-only orientation, tutoring, mentorship, advising, counseling, and career exploration. Each incoming veteran is individually welcomed and counseled by the pre-admissions advisor and the VRC coordinator for a review of a sixteen-point checklist that includes common student veteran pitfalls and services. The VRC recently expanded tutoring options in Math and English, and additional tutors in Psychology and Political Science are added on an as needed basis. One of the new initiatives focuses on counseling with one primary counselor coordinating veteran-related counseling services. The

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primary counselor communicates regularly with student veterans and visits the VRC on a weekly basis to advise student veterans. Student veterans and dependents using GI Bill benefits are required to meet with the counselor every semester to complete a Veterans Benefit Data E-Form to ensure that students are staying on track with their educational goals and following guidelines pertaining to the use of education benefits.

Additional information is available in the [NSHE annual report](#) and at <https://www.wnc.edu/veterans-resource-center/>.

## Department of Business and Industry

The Department of Business and Industry's Housing Division makes it easier and more affordable for veterans to buy a home. The programs shown below helped nearly one Nevada veteran per day achieve the dream of home ownership.

**HOME IS POSSIBLE FOR HEROES** - This program provides qualified Nevada veterans with a below market interest rate on a 30 year fixed mortgage loan. The low interest rate allows veterans to increase their purchasing power or to lower their monthly mortgage payments.

Nevada veterans also have the option of choosing a mortgage loan with a higher mortgage rate which offers a forgivable loan which does not have to be paid back as long as they stay in the home for three years. This assistance can help cover closing costs or be a down payment lowering the amount borrowed.

### **354 TOTAL VETERANS BENEFITED FROM HOMEBUYER PROGRAMS IN 2017**

**MORTGAGE CREDIT CERTIFICATE** – This program allows qualified Nevada veterans a federal income tax credit equal to 20% of the interest paid on a mortgage loan with an average yearly savings of \$2000. The Housing Division waives the program fee for veterans, active military members, surviving spouses and National Guard members. This saves veterans and military homebuyers an estimated \$1,500 in closing fees.

Both of the programs mentioned above can be combined together for Nevada veterans.

### **72 TOTAL VETERANS BENEFITED FROM ADDITIONAL FEDERAL INCOME TAX SAVINGS IN 2017.**

***Estimated combined annual federal tax savings for these 72 veteran households is \$144,000 a year and will continue for the life of the loan as long as they stay in the home as their primary residence.***

In partnership with the Nevada Department of Employment Training and Rehabilitation, a loan program was established in 2017 to give veterans access to low-and no-cost loans for business purposes. Loan amounts up to \$20,000 are offered in this program with no interest due in the first year. There is a favorable variable interest rate in years 2 through 4 of the loan term. This small business loan program will also be offered in 2018.



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## Veterans Synthesized Data Report

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### Data Report Summary

NRS 417.0195(8) requires the ICVA to synthesize and compile data provided by State agencies and regulatory bodies. There are some notable changes/updates to the information presented in the previous report, to include:

- The percent of adult veteran population in Nevada remains around 10%, whereas nationally veterans makeup 6.6% of the population<sup>2</sup>. The VA estimates that Nevada is home to 221,996 veterans and total VA expenditures in Nevada are estimated at \$1,979,113,000.
- As of July 2017, 578 state employees who have identified themselves as a veteran. During the 2017 Legislative Session, AB 309 was passed in to law which will increase the State's efforts to employ more veterans by increasing veterans preference points as well as requiring that all disabled veterans receive an interview, as long as they meet all minimum requirements.
- NDOC added important veteran programs such as Warm Springs Correctional Center's Veterans Integration Program (VIP). Through VIP, incarcerated veterans receive college classes, counseling, and Re-Entry programs to help lower the rate of veteran recidivism. Nevada's incarcerated veteran population continued to decline by 44 inmates from the previous year. Additionally, this year NDOC reported 11 female veterans were incarcerated in Nevada's institutions.
- Pursuant to Executive Order 2014-2018, the Procurement Outreach Program (POP), within GOED, determines there is a total of 607 SDVOSBs and VOSBs in Nevada, 502 and 105, 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 2017 the annual average of Unemployment Insurance (UI) claims filed per week was 122; nearly 100 less claims filed per week than in FY 2015. Subsequently, fewer claims saved **\$4,471,816** in UI benefits paid to veterans, a 15% decrease from the previous year and a 27% decrease from FY 2015.
- For FY 2017, NNG members utilized **1,594** tuition waivers. During individual semesters Guard members utilized 808 waivers for Fall 2016 and 786 waivers for Spring 2017. Additionally, Guard members utilized 99 more waivers in FY 2017 than in the previous year.
- For FY 2017, a total of **79,618** 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 2017 show a decline of **18,040** veterans availing themselves to the vehicle tax exemptions.

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<sup>2</sup> Department of veterans Affairs, State Summaries Nevada,  
[https://www.va.gov/vetdata/docs/SpecialReports/State\\_Summaries\\_Nevada.pdf](https://www.va.gov/vetdata/docs/SpecialReports/State_Summaries_Nevada.pdf)

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

## Veterans Data

The statutorily required data elements are in bold print followed by the data submitted a department or regulatory body.

### 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 2016, the VA's GDX report estimated that Nevada is home to **221,996** veterans and total VA expenditures for Nevada are estimated at **\$1,979,113,000**. Total expenditures represent 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.

County/ Congressional District	Veteran Population*	Total Expenditure
CHURCHILL	3,523	\$35,497
CLARK	151,579	\$1,320,334
DOUGLAS	4,916	\$33,597
ELKO	3,187	\$19,598
ESMERALDA	97	\$933
EUREKA	273	\$747
HUMBOLDT	1,215	\$8,451
LANDER	427	\$1,927
LINCOLN	419	\$2,483
LYON	6,445	\$64,926
MINERAL	600	\$4,658
NYE	6,261	\$67,594
PERSHING	486	\$3,875
STOREY	465	\$3,741
WASHOE	36,096	\$360,618
WHITE PINE	783	\$5,805
CARSON CITY	5,223	\$44,331
<b>NEVADA (Totals)</b>	<b>221,996</b>	<b>\$1,979,113</b>

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

## (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. 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, 2016 to June 30, 2017, there were a total of **255 residents** served at the Nevada State Veterans Home (NSVH). The table below presents the Nevada State Veterans Home FY17 profile.

<b>Table 2: NEVADA STATE VETERANS HOME FY 2017 PROFILE</b>			
<b>RESIDENTS</b>	<b>Total Served</b>	<b>STAFF OVERVIEW</b>	
Male	199	Full-Time Employees	183
Female	11	Part-Time Employees	1
Non-Vet Spouse	45	Contracted Employees	118
<b>SERVICE ERA*</b>	<b>Total Served</b>	<b>SERVICES</b>	<b>PRIMARY DIAGNOSES</b>
WWII	64	Medical Care	Diabetes
Korean War	67	Dementia Care Unit	Dementia with Behaviors
Vietnam War	72	Occupational, Physical Speech Therapy	Dementia without Behaviors
Gulf War	1	Fitness Services	Alzheimer's
Lebanon	2	Recreational Therapy	Hypertension
Afghanistan	1	Vocational & Recovery Support	Coronary Artery Disease
Peacetime	21	Mental & Behavioral Health Services	Atrial Fibrillation
*Many have served during one or more wars/peacetimes.		Dental Care	Chronic Obstructive Pulmonary Disease
<b>MILITARY BRANCH</b>	<b>Total Served</b>	Optometry Care	Congestive Heart Failure
Army	88	Nutrition Services	Pneumonia
Air Force	52	Pharmaceutical Services	Urinary Tract Infection
Navy	51	Social Services	
Marines	17	Chaplain/Spiritual Care	
Coast Guard	1	Spouse Support Group	
<b>OCCUPANCY</b>	<b>Total Served</b>	Transportation	
Total Beds	180	Barber	
2016 Admissions	137 total; 11.41/mo.	Beauty Shop	
2016 Discharges	83 total; 6.91/mo.	Cashier/Banking	
% Occupancy	96.8% or 174.3	Volunteer Programs	
Avg. Wait Time	Men: 2 weeks to 2 months Women: 2 to 6 months In both cases, it could be more than 6 months if there are problems obtaining the completed application and associated records.	Outings & Events	
		End of Life Care	

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

**(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 3 and 4 present the number of veterans interred in Nevada's veterans cemeteries by gender and branch of service.

**Table 3: Southern Nevada Veterans Military Cemetery**

Male Veterans	1334
Female Veterans	42
Total Veterans Interred	1376
<b>Branch of Service</b>	
Army Air Corps	23
Air Force	332
Army	529
Army National Guard	1
Coast Guard	11
Marine Corps	141
Merchant Marines	2
Navy	3337
<b>Total</b>	<b>1376</b>

**Table 4: Northern Nevada Veterans Military Cemetery**

Male Veterans	415
Female Veterans	11
Total Veterans Interred	426
<b>Branch of Service</b>	
Army Air Corps	1
Air Force	66
Army	177
Coast Guard	4
Marine Corps	48
Merchant Marines	1
Navy	129
<b>Total</b>	<b>378</b>

**(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, NDVS as well as Veteran Service Organizations are available to help veterans fill out VA forms, provide instructions about VA benefits, and also provide a wide range of help for veterans and their dependents. VSOs who are accredited by the VA, conduct one-on-one assistance for 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, the Veterans of Foreign Wars, the Military Order of the Purple Heart, private attorneys, the Jewish War Veterans, Paralyzed Veterans of America, and Catholic War Veterans.

**Table 5: Number of Veteran Service Officers Located in NV by Zip Code**

Zip Code	Number of VSO
89086	14
89511	7
89801	1
89509	1
<b>Total</b>	<b>23</b>

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

**(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 6: Number of Claims Filed by Veterans Service Officers**

<b>Claims Filed</b>	4,815	<b>Office Visits</b>	4,479
<b>Appeals</b>	633	<b>Phone Contacts</b>	14,086
<b>Hearings</b>	57	<b>Correspondence</b>	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 because 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.

**(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 Advocate Program (NVAP) 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, 706 people have enrolled in the NVA Course with 300 achieving certification. Below are the Zip Codes of residence of all except six of the certified NVAs.

**Table 7: Number of Nevada Veteran Advocated by Zip Code**

	Zip Code	NVA	Current Totals
<i>Carlin</i>	89822	2	2
<i>Carson City</i>	89701	8	13
	89703	2	
	89705	1	
	89706	2	
<i>Dayton</i>	89403	9	9
<i>Elko</i>	89801	4	5
	89803	1	
<i>Ely</i>	89301	1	1
<i>Fallon</i>	89406	6	6
<i>Fernley</i>	89408	8	8
<i>Gardnerville</i>	89460	2	2
<i>Henderson</i>	89002	3	21
	89012	4	
	89014	3	
	89015	1	
	89044	2	
	89052	5	
	89074	3	

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

<i>Las Vegas</i>	89070		1	86
	89101		22	
	89103		2	
	89104		7	
	89108		2	
	89109		1	
	89113		1	
	89115		3	
	89119		1	
	89121		3	
	89122		3	
	89123		1	
	89128		2	
	89129		1	
		<b>Zip Code</b>	<b>NVA</b>	<b>Current Totals</b>
<i>Las Vegas Cont.</i>	89131		7	86
	89134		1	
	89135		1	
	89138		2	
	89139		1	
	89141		2	
	89143		3	
	89146		3	
	89148		1	
	89149		7	
	89154		1	
	89169		1	
	89170		1	
	89178		1	
	89183		1	
	89193		2	
<i>Laughlin</i>	89028		1	1
<i>Lovelock</i>	89419		1	1
<i>Mesquite</i>	89027		2	2
<i>Minden</i>	89423		3	3
<i>Nixon</i>	89424		1	1
<i>North Las Vegas</i>	89031		5	11
	89032		3	
	89081		2	
	89084		1	
<i>Pahrump</i>	89041		2	7
	89046		1	
	89048		1	
	89060		1	
	89061		2	
<i>Panaca</i>	89042		1	1



# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

<i>Pioche</i>	89403		1	1
<i>Reno</i>	89501		2	75
	89502		18	
	89503		6	
	89506		8	
	89508		2	
	89509		6	
	89510		1	
	89511		11	
	89512		7	
	89519		1	
	89521		9	
	89523		3	
	89557		1	
	<b>Zip Code</b>		<b>NVA</b>	<b>Current Totals</b>
<i>Smith Valley</i>	89430		1	2
	89444		1	
<i>Sparks</i>	89431		9	23
	89432		2	
	89434		6	
	89435		2	
	89436		2	
	89441		2	
<i>Spring Creek</i>	89815		2	2
<i>Sun Valley</i>	89433		5	5
<i>Winnemucca</i>	89445		3	4
	89446		1	
<i>Yerington</i>	89447		2	2
				<b>294</b>

**(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 Patriot Employer Program (PeP) currently has **72** participants, representing **25** businesses, **12** of which have completed the program. These numbers show an encouraging start in the transition from the Green Zone Employer Program to the PeP.

**(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 8 presents the location of NDVS' **392** ROVER program events.

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

**Table 8: Veterans Benefits Outreach**

<b>ROVER Location</b>	<b>Outreach Events</b>
Austin	1
Battle Mountain	1
Beatty	1
Boulder City	12
Carson City	29
Douglas County	19
Elko	22
Ely	2
Fernley	7
Fort McDermott	1
Hawthorne	4
Henderson	3
Las Vegas	99
Laughlin	4
Lovelock	1
Mesquite	10
North Las Vegas	16
Pahrump	31
Reno	108
Silver Springs	6
Tonopah	5
Warm Springs	1
Wendover	3
Winnemucca	6
<b>Total</b>	<b>392</b>

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

## *Nevada Department of Administration:*

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

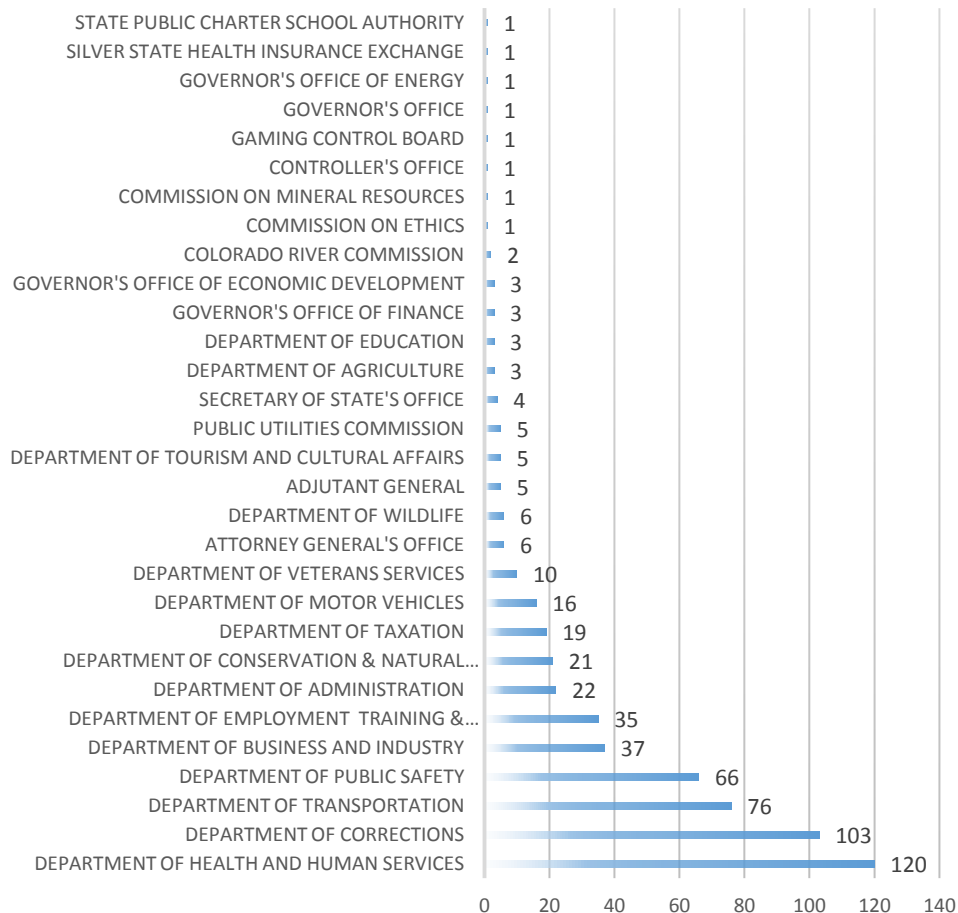
The State of Nevada Grants Office was not able to submit information regarding grant dollars received for veterans programs during Fiscal Year 2017.

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

DHRM 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 2017, 578 State Employees have self-identified themselves as a Veteran. As the work to identify State employees as just recently begun, it can be anticipated that these numbers will rise significantly in the next year.

**GRAPH 1: NUMBER OF VETERANS EMPLOYED BY EACH AGENCY IN THE STATE (N=578)**



## INTERAGENCY COUNCIL ON VETERANS AFFAIRS

**(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, **93** 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 **\$42,212,207.26**. 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.

*Nevada Department of Conservation and Natural Resources (DCNR)*

**(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, 2016 through June 30, 2017, **56 veterans** received wastewater treatment plant operator certification. The program certified operators with **17 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 issued. During the fiscal year 2017, State Parks sold **235 disabled veteran permits**.

*Nevada 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 9 depicts the population of veteran offenders by offense group with 1,025 veterans, a drop of **44** veterans from the same time in the previous year. NDOC submitted a breakdown of veteran offenders by type of confinement presented in Table 10. Chart 2 presents a further breakdown of offense group by the veteran’s branch of service. New for 2017, NDOC submitted a breakdown of female incarcerated veterans; there were 11 reported.

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

**Table 9: Nevada Department of Corrections  
Population of Veteran Offenders by Offence Group  
June 30, 2017**

	Drug	DUI	Other	Property	Sex	Violence	Grand Total
<b>Total Veterans</b>	72	40	36	137	388	352	1025
<b>%</b>	7.02%	3.90%	3.51%	13.37%	37.85%	34.34%	100.00%
<b>Non Veterans</b>	1731	455	619	2526	1865	5856	13052
<b>%</b>	13.26%	3.49%	4.74%	19.35%	14.29%	44.87%	100.00%
<b>Unknown</b>	8	3		5	1	2	19
<b>%</b>	42.11%	15.79%	0.00%	26.32%	5.26%	10.53%	100.00%
<b>Grand Total</b>	1811	498	655	2668	2254	6210	14096
<b>%</b>	12.85%	3.53%	4.65%	18.93%	15.99%	44.06%	100.00%

**Table 10: Nevada Department of Corrections  
Population of Veteran Offenders by Type of Confinement  
June 30, 2017**

<i>Military Branch*</i>	<i>Institutional Confinement**</i>	<i>Other Confinement***</i>	<i>Total</i>
<i>Air Force</i>	120	3	122
<i>Army</i>	481	6	480
<i>Army/Marine Corps</i>	1		1
<i>Army/National Guard</i>			0
<i>Army/Navy</i>	1		1
<i>Coast Guard</i>	7	2	9
<i>Marine Corps</i>	146	2	148
<i>National Guard</i>	22	0	22
<i>Navy</i>	231	3	231
<i>Total Veterans</i>	1009	16	1025
<i>*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.</i>			
<i>**Offenders housed in a prison or camp.</i>			
<i>***Offenders in residential confinement or serving sentences out of the State of Nevada.</i>			

<b>Military Branch</b>	<b>Drug</b>	<b>DUI</b>	<b>Other</b>	<b>Property</b>	<b>Sex</b>	<b>Violence</b>	<b>Grand Total</b>
<b>Air Force</b>	2	6	3	14	61	36	122
<b>Army</b>	33	22	22	55	190	158	480
<b>Army/Marine Corps</b>	1						1
<b>Army / National Guard</b>					0		
<b>Army/Navy</b>				1			1
<b>Coast Guard</b>	1	2		1	4	1	9
<b>Marine Corps</b>	13	4	7	21	42	61	148
<b>National Guard</b>	3			4	5	10	22
<b>Navy</b>	19	6	4	34	86	82	231
<b>Total Veterans</b>	72	40	36	130	388	348	1014

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

**Table 12: Nevada Department of Corrections  
Female Population of Veteran Offenders by Offence Group  
June 30, 2017**

Military Branch	Drug	DUI	Other	Property	Sex	Violence	Grand Total
Air Force	0	0	0	1	0	0	1
Army	0	0	0	4	0	3	7
Army / Marine Corps	0	0	0	0	0	0	0
Army / National Guard	0	0	0	0	0	0	0
Army / Navy	0	0	0	0	0	0	0
Coast Guard	0	0	0	0	0	0	0
Marine Corps	0	0	0	0	0	0	0
National Guard	0	0	0	0	0	0	0
Navy	0	0	0	2	0	1	3
<b>Total Veterans</b>	0	0	0	7	0	4	11

**(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.

*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:**

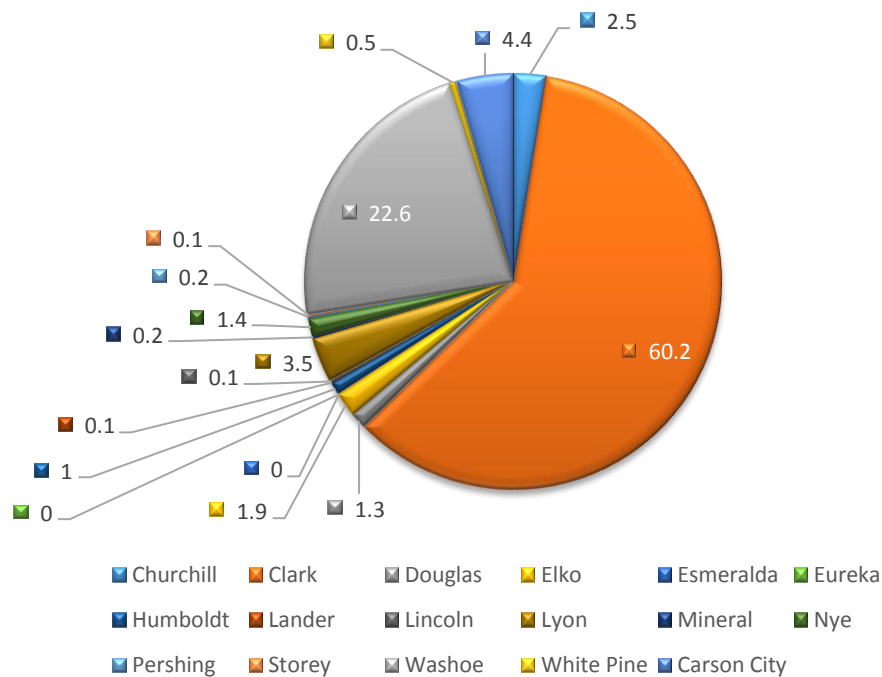
The Governor's Office of Economic Development (GOED) provided an overview of Nevada's **10,938** available veteran workers with **29,552** available Skillsets/Occupations. Table 13 and Chart 3 to 6 provide a summary of the information required by NRS 417, as of November 2016. Importantly, the data is 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 13: O*NET-SOC Major Group	Percent
Management	7.8
Business and Financial Operations	3.3
Computer and Mathematical	2.8
Architecture and Engineering	2.1
Life, Physical, and Social Science	0.7
Community and Social Services	0.9

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

Legal	0.2
Education, Training, and Library	1.1
Arts, Design, Entertainment, Sports, and Media	2.1
Healthcare Practitioners and Technical	1.3
Healthcare Support	1.1
Protective Service	6.1
Food Preparation and Serving Related	5.6
Building and Grounds Cleaning and Maintenance	2.7
Personal Care and Service	2
Sales and Related	5.4
Office and Administrative	15.6
Farming, Fishing, and Forestry	0.2
Construction and Extraction	13
Installation, Maintenance, and Repair	8
Production	4.9
Transportation and Material Moving	12.1
Military Specific	1
<b>Total</b>	<b>100</b>

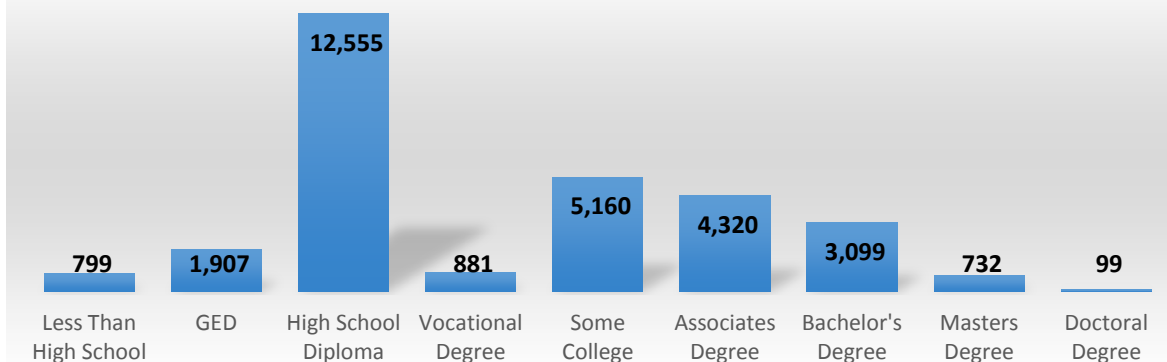
**Chart 3: County Distribution of Veteran Job Seekers (n=29,552)**



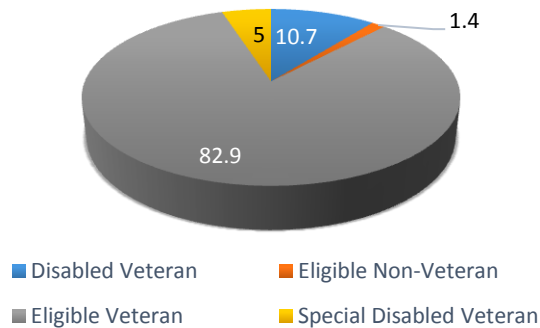


# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

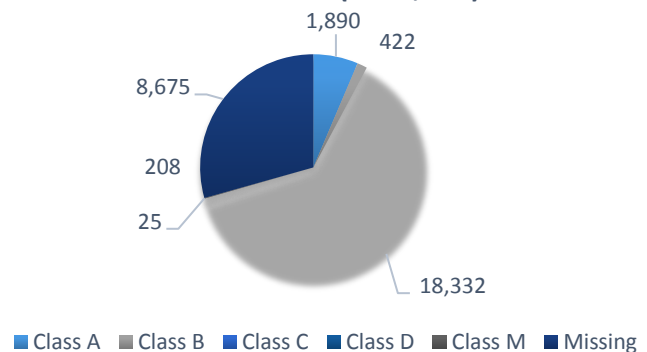
**Chart 4: Highest Level of Education Attained by Veteran Job Seekers (n=29,552)**



**Chart 5: Percentage of Veteran Job Seekers by Eligibility Status (n=29,552)**



**Chart 6: Veteran Job Seekers by Driver's License Class (n=29,552)**



**(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 14 depicts that there is a total of **635** 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. See Table 14.

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

**Table 14: Service-Disabled Veteran-Owned Small Businesses (SDVOSB) and Veteran-Owned Small Businesses (VOSB) in Nevada**

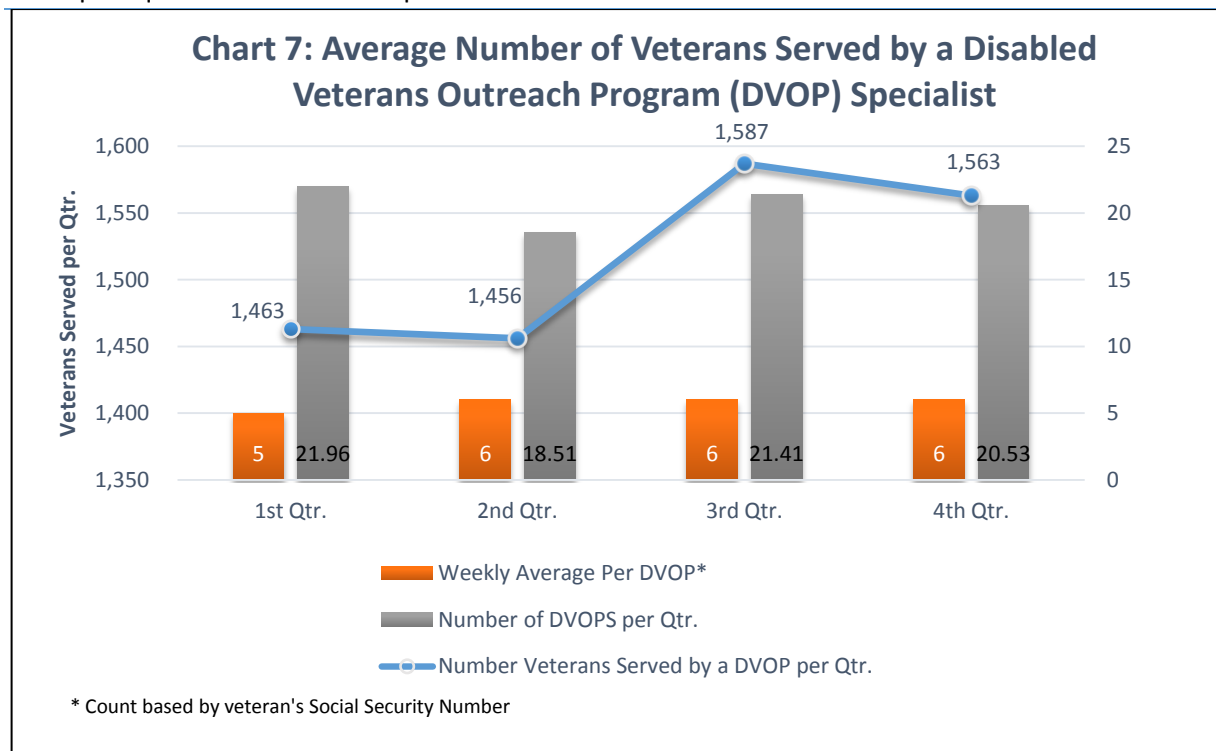
	CVE	DSBS
<b>Nevada SDVOSB</b>	81	216
<b>Nevada VOSB</b>	38	300

## *Nevada Department of Employment, Training and Rehabilitation*

### **(a) The average number of veterans served by a veteran employment specialist of the Department of Employment, Training and Rehabilitation (DETR) per week:**

Nevada JobConnect veteran employment specialists are Disabled Veterans Outreach Program (DVOP) specialists. Veteran eligible for DVOP services must have: (1) served on active duty for a period of more than 180 days and have been discharged with other than a dishonorable discharge; (2) been discharged from active duty because of a service connect disability; or (3) 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 2017. On an average, a DVOP specialist served **six veterans per week**, a total of **6,069** veterans served by all DVOP specialists in FY 2017. The numbers in Graph 7 count a veteran by social security number during the report quarter to diminish duplicative counts.



## INTERAGENCY COUNCIL ON VETERANS AFFAIRS

**(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 2017 was **122 claims per week**.

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

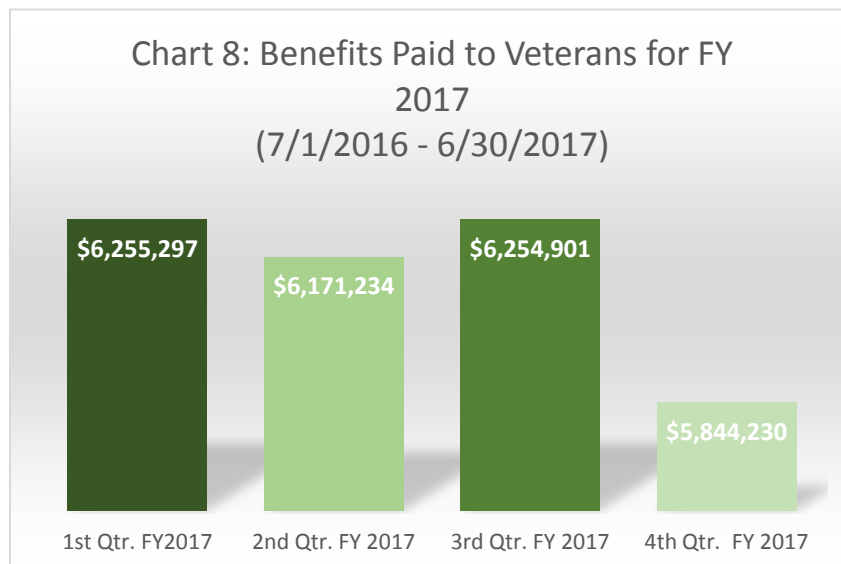
The average weekly benefits received by veterans for the FY 2017 was **\$348.54**.

**(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 2017 was **12.27 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 ICVA:**

The annual total of benefits paid to veterans for FY 2017 was **\$24,525,662**, which is **15% or \$4,471,816** less than in the previous fiscal year. Additionally, the benefits paid to veteran in FY 2017 was **27% or \$8,937,246** less than FY 2015.



# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

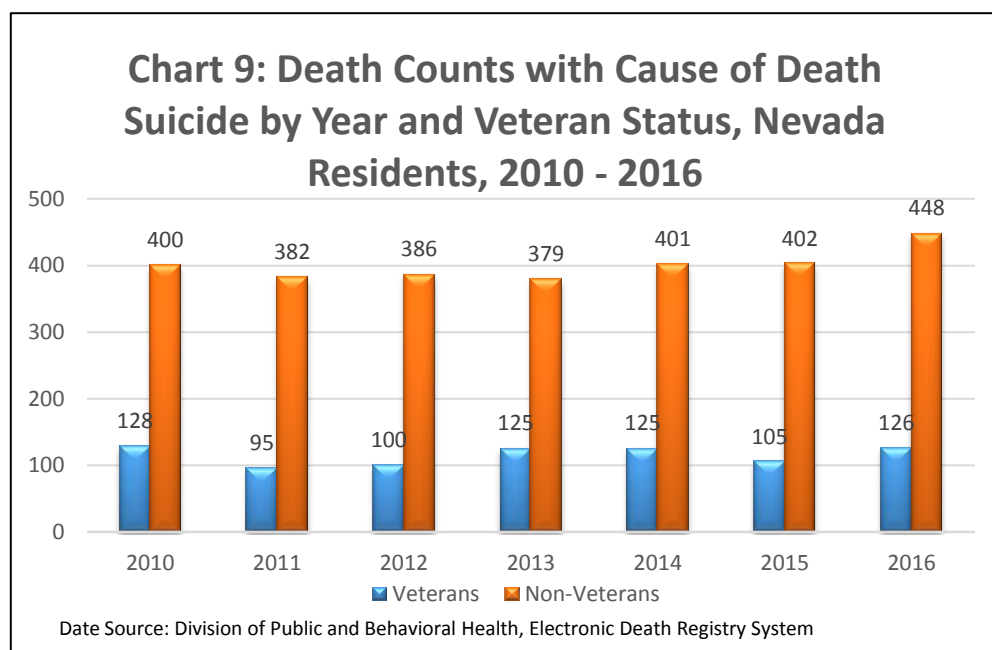
## *Nevada Department of Health and Human Services*

**(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:**

For fiscal year 2017, the Bureau of Health Care Quality and Compliance indicated there were **306 military veterans** licensed by the Bureau. 130 were new licensees and 176 licenses were renewed.

**(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 2010-2016,” (2017). 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 2010-2016, which demonstrates that **804 or 23%** of all suicide deaths were veterans. A complete copy of the report is provided in this Comprehensive Report.



# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

## Nevada 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:**

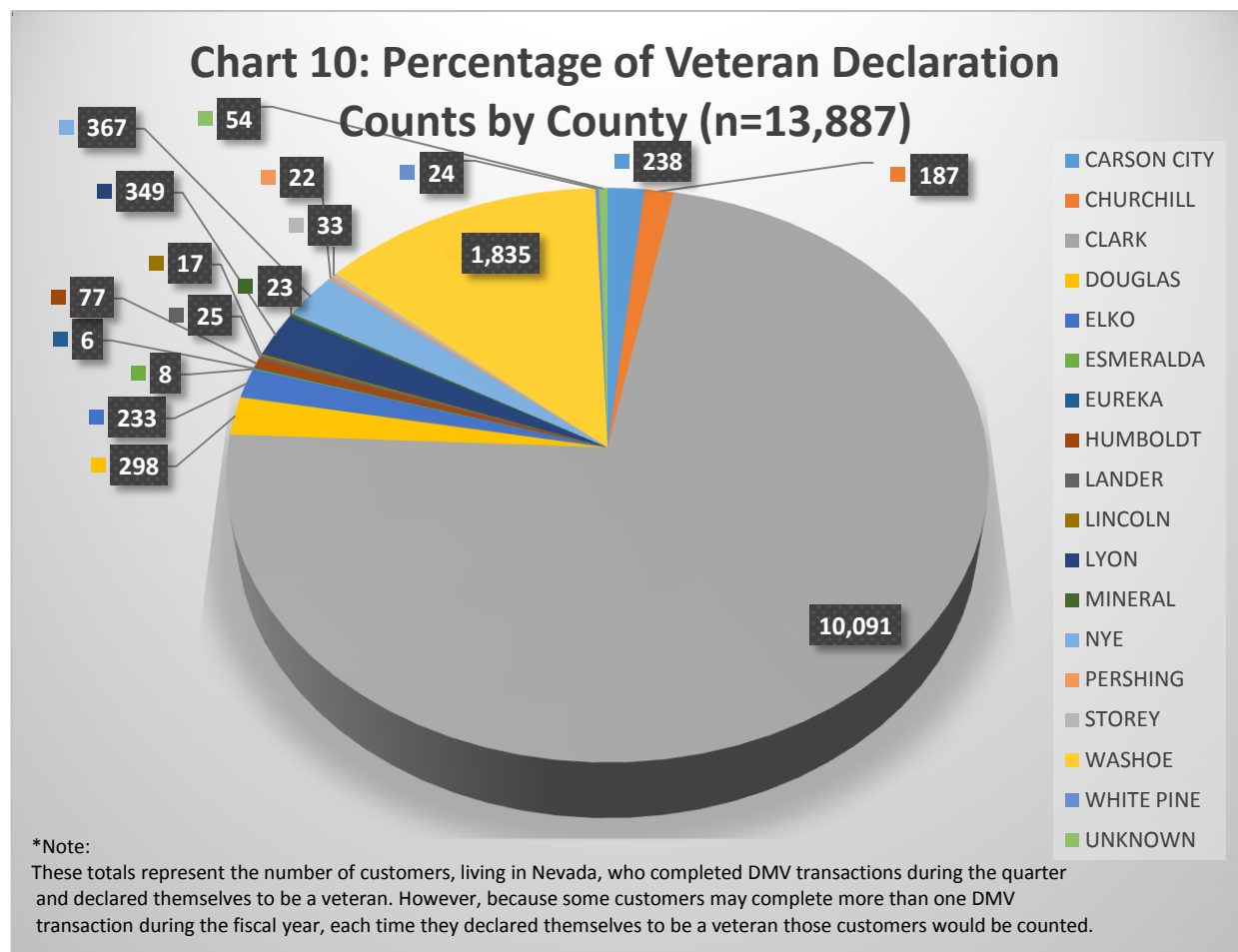
In FY17, **453** veterans who declared themselves as veterans applied for and received a commercial driver's license.

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

In FY17, the average number of active veteran license plates in circulation was **38,440**.

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

In FY 17, the number of persons who declared themselves as a veteran pursuant to NRS 483.292 and 483.852 was **13,887**. Those counted are individuals who completed a transaction with the DMV in FY16.



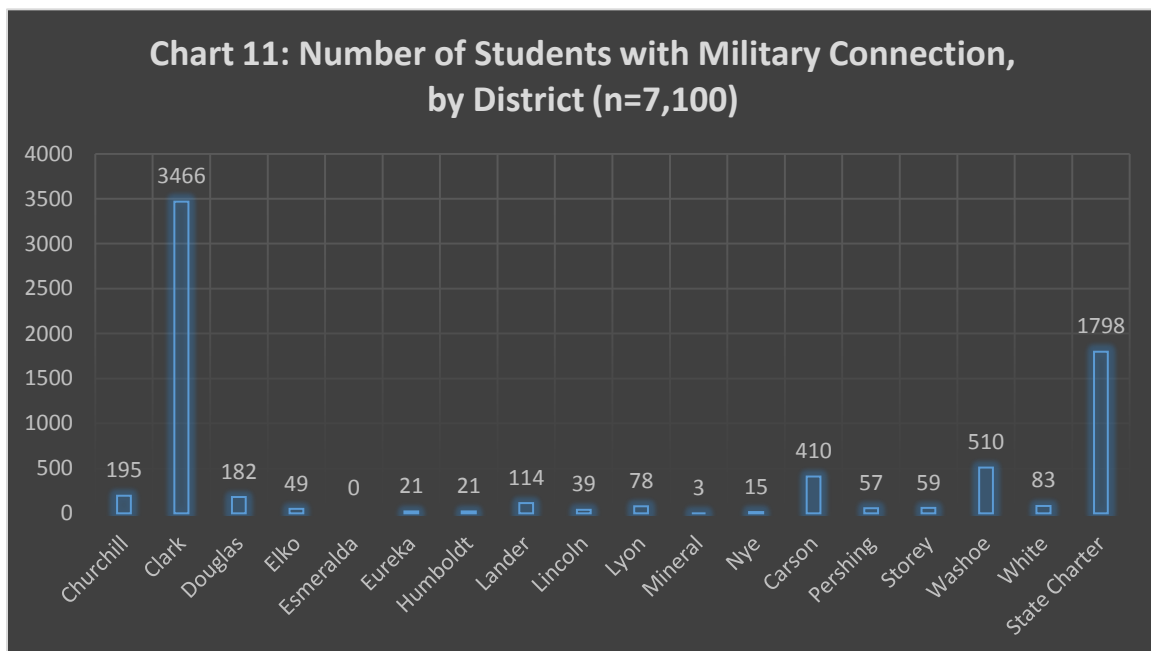
# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

## *Nevada Department of Education*

### **(a) Shall provide the distribution of dependents of service members enrolled in Nevada's public schools:**

This data collection was executed at the local school district level by including a voluntary question, or series of questions, regarding the military status of student's parents or guardians in their student enrollment packet. The data was collected and aggregated by the districts and then reported to the Department of Education.

Much like other data include in this report the information provided by the districts was from those veterans who self-identified. Therefore, the numbers provided might not provide a full picture of the number of military connected students in Nevada.

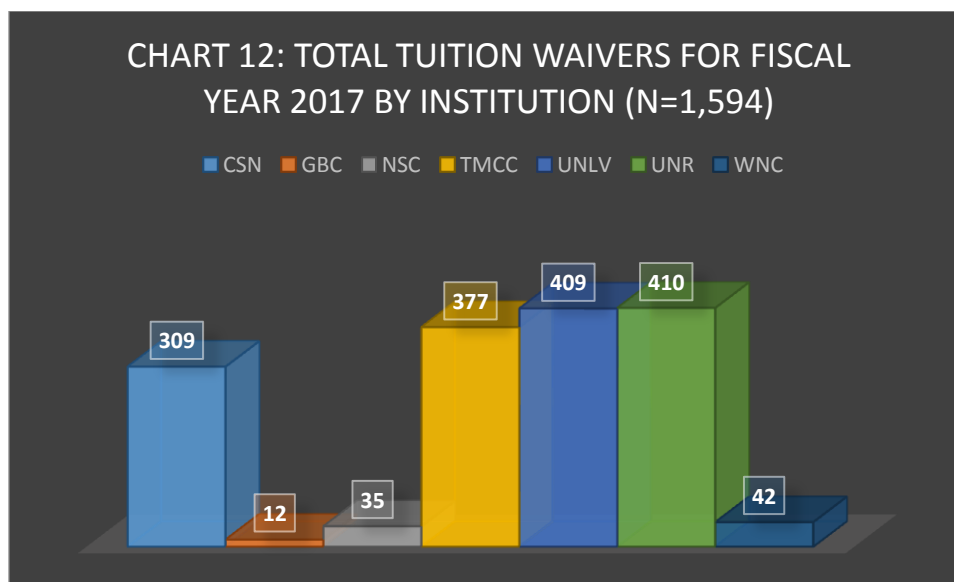


# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

## *Office of the Adjutant General*

### **(a) Members of the NNG using waivers for each semester and identifying which schools accepted the waivers:**

Active members of the NNG are eligible for a fee waiver that will permit such Guard members to register for courses without a registration fee. For FY 2017, NNG members utilized **1,594** tuition waivers. During individual semesters NNG members utilized **808** waivers for Fall 2016 and **786** waivers for Spring 2017. Additionally, NNG members utilized **99 more** waivers in FY 2017 than in the previous year.



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

The NNG 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 NNG 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 vary from employment assistance, behavioral health services, and outreach information and referrals. The NNG 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. To date, WFW has contacted **3,207** clients, **621** have been Direct Hires, and **393** have been Indirect Hires.



# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

## *Nevada Department of Public Safety*

**(a) The Department of Public Safety (DPS) 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 15 presents statistics regarding the two Peace Officer Academy Classes held through FY 2017. Unlike previous years, in FY 2017 DPS held four classes throughout the year instead of two. Along with the added two classes, there is an increase in the average of veterans graduating the academy from **eight** in FY15 to nearly **seven** graduates per class in FY 17.

<b>Table 15: Department of Public Safety FY 2017 Academy Classes</b>				
	Academy #74 (Start July, 2016)	Academy #75 (Start Sept., 2016)	Academy #76 (Start Jan., 2017)	Academy #77 (Start Mar., 2017)
<b># of Cadets Starting Academy</b>	29	27	28	25
<b># of Veterans Starting Academy</b>	6	6	8	6
<b>Percentage of Veterans in Academy</b>	20.69%	22.22%	28.57%	24.00%
<b>Cadets successfully Completing Academy</b>	26	26	28	23
<b># of Veterans who Successfully Completed this Academy</b>	6	6	8	6
<b>Percentage of Veterans Completing Academy</b>	23.08%	23.08%	28.57%	26.09%

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

## *Nevada 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 17. For FY 2017, **79,618** veterans availed themselves to the exemptions pursuant to NRS 361.090, 361.091, 361.155, 371.103 and 371.104. Table 16 and 19 present a statewide total for property tax exemptions for the 2017-18 secured and unsecured roll, respectively. Table 18 presents 53,351 tax exemptions for 2017-18 vehicle registrations. Table 19 presents the total number of veterans receiving tax exemptions during FY 17 by county.

The totals submitted for FY 2016 show a slight incline of **158** veterans availing themselves to property tax exemptions; however, there is a significant decrease of **18,040** veterans utilizing vehicle registration exemptions when compared to the previous year.

Table 16: Property Taxes - Secured Roll 2017-18		
Item	Description	Exemptions Granted
1	Veterans (NRS 361.090)	17,660
2	Veterans Home Gifts (NRS 361.0905)	142
3	Disabled Veterans (NRS 361.091)	
	A. 100%	4,423
	B. 80-99%	1,136
	C. 60-79%	1,115
	D. Surviving Spouse	790
	Total NRS 361.091 Exemptions	7,464
<b>Secured Total</b>		<b>25,266</b>

Table 17: Property Taxes - Unsecured Roll 2016-17		
Item	Description	Exemptions Granted
1	Veterans (NRS 361.090)	722
2	Veterans Home Gifts (NRS 361.0905)	3
3	Disabled Veterans (NRS 361.091)	
	A. 100%	99
	B. 80-99%	24
	C. 60-79%	29
	D. Surviving Spouse	124
	Total NRS 361.091 Exemptions	276
<b>Unsecured Total</b>		<b>1,001</b>

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

Table 18: Registered Vehicles 2017-18		
Item	Description	Exemptions Granted
1	Veterans (NRS 371.103)	40,503
2	Veterans Home Gifts (NRS 371.103(2))	-
3	Disabled Veterans (NRS 371.1035)	8
4	Disabled Veterans (NRS 371.104)	
	A. 100%	6,546
	B. 80-99%	2,590
	C. 60-79%	3,087
	D. Spouses (NRS 371.104 (2))	-
	E. Surviving Spouses (NRS 371.104 (6))	617
	Total NRS 371.104 Exemptions	12,840
<b>Registered Vehicle Total</b>		<b>53,351</b>
<b>Grand Total</b>		<b>79,618</b>

Table 19: Total Number of Veterans Receiving Tax Exemptions During FY 17 by County		
County	Property Taxes (Secured & Unsecured)	Vehicle Registration
CARSON CITY	609	1,354
CHURCHILL	552	1,416
CLARK	16,083	35,564
DOUGLAS	616	1,705
ELKO	375	708
ESMERALDA	13	41
EUREKA	14	42
HUMBOLDT	214	178
LANDER	81	61
LINCOLN	82	138
LYON	946	1,549
MINERAL	182	107
NYE	1,448	2,201
PERSHING	106	140
STOREY	127	145
WASHOE	4,561	7,834
WHITE PINE	258	168
<b>Nevada</b>	<b>26,267</b>	<b>53,351</b>

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

## *Nevada Department of Wildlife*

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

NDOW 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) 2017-18, **2,009** 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:**

NDOW 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) 2017-18, **137** service members availed themselves to discounted hunting and fishing licenses.

See Table 20.

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

**Table 20: Sold License, Tag, and Stamp Documents Report Sorted by License Year and Class**

		Original			Duplicate			Total	
Description		License Count	License Fee	License Amount	License Count	License Fee	License Amount	License Count	License Amount
<b>Cls 2023</b>	Res Serviceman Hunt	19	9.00	171.00	0	10.00	-	19	171.00
<b>Cls 2033</b>	Res Serviceman Fish	45	9.00	405.00	1	10.00	10.00	46	415.00
<b>Cls 2303</b>	Res Disabled Vet Hunt/Fish	134	-	-	7	10.00	70.00	141	70.00
<b>Cls 2307</b>	Res Disabled Vet Fish	178	-	-	1	10.00	10.00	179	10.00
<b>Cls 2308</b>	Res Disabled Vet Hunt	13	-	-	0	10.00	-	13	-
<b>Total for LYR 2017:</b>		<b>389</b>		<b>\$576.00</b>	<b>9</b>		<b>\$90.00</b>	<b>398</b>	<b>\$666.00</b>
<b>Cls 2023</b>	Res Serviceman Hunt	15	9.00	135.00	0	10.00	-	15	135.00
<b>Cls 2033</b>	Res Serviceman Fish	58	9.00	522.00	0	10.00	-	58	522.00
<b>Cls 2303</b>	Res Disabled Vet Hunt/Fish	1044	-	-	4	10.00	40.00	1,048	40.00
<b>Cls 2307</b>	Res Disabled Vet Fish	591	-	-	0	10.00	-	591	-
<b>Cls 2308</b>	Res Disabled Vet Hunt	49	-	-	0	10.00	-	49	-
<b>Total for LYR 2018:</b>		<b>1,757</b>		<b>\$657.00</b>	<b>4</b>		<b>\$40.00</b>	<b>1,761</b>	<b>\$697.00</b>
<b>Grand Total</b>		<b>2,146</b>		<b>\$1,233.00</b>	<b>13</b>		<b>\$130.00</b>	<b>2,159</b>	<b>\$1,363.00</b>
<b>Note: Licenses Sold from 07/01/2016 to 06/30/2017</b>									

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

## *Nevada 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.

Figures 1 to 22 present all of the State Approved Institutions. In Nevada, there are **20** Institutions of Higher Learning, **28** Non-College Degree, and **24** OJT/Apprenticeships serving veterans, service members, and their families.

Within the reporting cycle, four institutions closed. Closures negatively affect student veterans because veterans are not reimbursed for the GI Bill tuition used at the institution.

### **Figure 1: Flight**

Flight Training and Management

### **Figure 2: Culinary**

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

### **Figure 3: Healthcare**

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

### **Figure 4: Information Technology**

Asher College (IHL)  
Career College of Northern Nevada (IHL)  
DeVry University (IHL)  
University of Phoenix (IHL)  
Milan Institute (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)  
Quality Technical Training Center (NCD)  
John Fish Jewelry School (NCD)  
Nevada Power Company (OJT)

### **Figure 7: Business and Accounting**

DeVry University (IHL)	Sierra Nevada College (IHL)
Asher College (IHL)	University of Phoenix (IHL)
Everest College (IHL)	Milan Institute (NCD)

### **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.

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

## Figure 8: Aeronautics

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

## Figure 10: Education

Sierra Nevada College (IHL)  
Touro University (IHL)  
University of Phoenix (IHL)

## Figure 12: Engineering

ITT Technical Institute (IHL)  
DeVry University (IHL)

## Figure 14: Media - Communications

Art Institute of Las Vegas (IHL)  
DeVry University-Nevada

## Figure 16: Dental

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

## Figure 17: 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 9: 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 11: Law Enforcements & Protective Service

Carrington College (IHL)  
Department of Public Safety Division Trng. (NCD)  
Las Vegas Metropolitan Police Department Academy (NCD)  
Nevada POST Academy (NCD)  
CRI Counter Terrorism Training School (NCD)

## Figure 13: Legal

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

## Figure 15: Massage

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

## Figure 18: Gaming & Entertainment

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

## Figure 19: Hospitality & Personal Services

Advanced Training Institute (NCD)



# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

**Figure 20: 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 21: Office & Administration & Government**

Department of Veterans Affairs (OJT)  
Federal Bureau of Reclamation, Lower CO (OJT)  
Naval Air Station-Fallon (OJT)  
Social Security Administration (OJT)

**Figure 22: Building Trades**

ABC Inc - Sierra Nevada Chapter (OJT)	ABC of Southern Nevada (OJT)
Electrical JATC for Southern Nevada (OJT)	Plumbers & Pipefitters JAC (OJT)
Ironworkers JATC Local 433 (OJT)	Sheet Metal Workers JAC—Las Vegas (OJT)
Nevada Power Company (OJT)	Sheet Metal Workers JAC—Reno (OJT)
Northern NV Laborers (OJT)	Southern NV Operating Engineers JATC
Pipe Trades JATC for Southern Nevada (OJT)	

## *Nevada 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:**

21 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 21 Licensing Boards and Regulatory Bodies reported licensing **3,419** veterans and service members. Chart 12 presents the total veterans and service members licensed by each Licensing Board and Regulatory Body. See Chart 13.

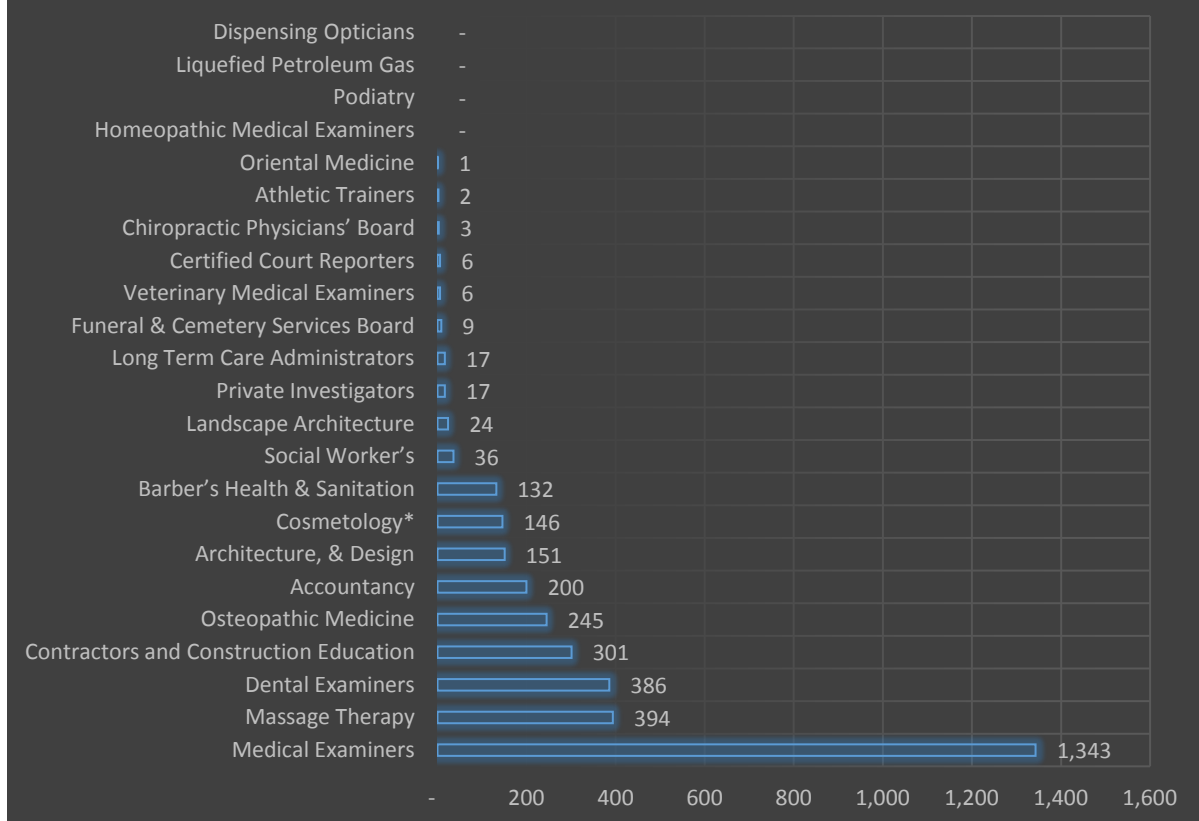
The follow Licensing Boards and Regulatory Bodies were able to identify and report whether they had or had not licensed a veteran or service member:

- Medical Examiners
- Massage Therapy
- Dental Examiners
- Contractors and Construction Education
- Osteopathic Medicine
- Accountancy
- Architecture, & Design
- Cosmetology\*
- Barber's Health & Sanitation
- Social Worker's
- Landscape Architecture
- Private Investigators

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

- Long Term Care Administrators
- Funeral & Cemetery Services Board
- Veterinary Medical Examiners
- Certified Court Reporters
- Chiropractic Physicians' Board
- Athletic Trainers
- Oriental Medicine
- Homeopathic Medical Examiners
- Podiatry
- Liquefied Petroleum Gas
- Dispensing Opticians
- Audiology & Speech Pathology
- Occupational Therapy

**Chart 13: Number of Veteran & Service Member Licensed, by Licensing Board and/or Regulatory Body (n- 3,432)**



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:

- Registered Environmental Health Specialists
- Alcohol, Drug & Gambling Counselors

## INTERAGENCY COUNCIL ON VETERANS AFFAIRS

- Marriage & Family Therapists' & Clinical Professional Counselors
- Nursing
- Optometry
- Pharmacy
- Physical Therapy Examiners
- Professional Engineers & Land Surveyors
- Psychological Examiner'

*Nevada National Guard Members Identified by Occupational Code and Zip Code* (See Appendix A)

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

## **Report and Recommendations for Nevada's Veterans Prepared by the Service Members, Veterans, and their Families Behavioral Health Subcommittee February 15, 2017**

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### **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 ICVA 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 ICVA, 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 is 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.

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

## **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 78<sup>th</sup> 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. The subcommittee discussed the following priorities:

- Needs Assessment
  - Gather data about Nevada SMVF and the systems that they are connected with

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

- Keep spotlight on SMVF behavioral health needs
- 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 that will include 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.

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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 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 that 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 U.S. 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



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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.

This information is also important for VSOs as they meet one-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 within UNR. There are 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 that 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. Department 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.

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Recently, Nevada received a demonstration grant to develop Certified Community Behavioral Health Clinics (CCBHC), which is 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 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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## **Recommendations to the Governor and the Nevada Legislature Prepared by the Nevada Veterans Services Commission (VSC) February 1, 2018**

### **1. Executive Summary**

a. This report fulfills the requirement of Nevada Revised Statutes (NRS) 417.190 that the VSC submit a report to the Governor, the ICVA, and the Director of the Legislative Counsel by February 15 of each even-numbered year. Because the requirement was changed from an annual to a biennial report during the 2017 Nevada Legislative Session, this report only covers one year. Future reports will cover a two-year period. The report:

(1) summarizes the activities of the Commission during the preceding two calendar years,

(2) makes recommendations to the Governor, the Legislature, and the Director of Nevada Department of Veterans Services (NDVS) regarding issues relating to veterans, and

(3) makes recommendations to the Governor pursuant to NRS 417.400 (Recommendation by the VSC of deceased to be honored).

b. In addition to summarizing the duties, responsibilities, and activities of the Commission, attached to this report are the past year's VSC agendas and minutes so recipients may make a more detailed review of the Commission's activities if they wish (see Appendix A).

c. The VSC considers the most important aspect of this report to be the 15 recommendations starting on page four. These recommendations cover important topics such as the prevention of veteran suicide, expanding veteran outreach efforts, supporting veteran dental programs, developing water-saving options at Nevada's Veteran Memorial Cemeteries, increasing Veteran Service Officer (VSO) support in rural Nevada, and improving veteran caregiver support. Many of these recommendations require legislative action.

### **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.

b. As the primary advisory body for state-funded veteran's 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.

c. According to NRS 417.190, the VSC shall:

(1) advise the Director (NDVS), and

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(2) prepare and submit a report, on or before February 15 of each even-numbered year, to the Governor, the ICVA, and the Director of the Legislative Counsel Bureau for transmittal to the Legislative Commission. The report must, without limitation:

(a) summarize the activities of the Commission during the Preceding two calendar years, and

(b) make recommendations to the Governor, the Legislature, the NDVS Director regarding issues relating to veterans.

d. Biographies for each member are provided in Appendix B of this report.

### 3. 2017 VSC Activities

a. In 2017 the VSC made three important recommendations, all of which were adopted, that improved recognition of people and agencies supporting Nevada veterans. These were:

(1) The "Veteran Supporter of the Month (VSM) Award." The VSM 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.

(2) The VSC recommended a procedure and criterion, adopted by NDVS, for the naming of buildings after fallen Nevadans as authorized under AB62 during the 78<sup>th</sup> 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 Vet Net, 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.

(3) Finally, the VSC recommended a design, approved by the Governor and the Nevada State Public Works Division, for the Nevada Battle Born Monument for the Fallen. The monument is scheduled for a 2018 groundbreaking and dedication.

b. The VSC also made a policy change recommendation, adopted by NDVS that may lead to improved public participation in VSC meetings. This recommendation resulted in the elimination of the NDVS 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.

c. Another activity highlight concerns the integration of a member of the Women Veterans Advisory Committee and a student veteran onto the VSC, both recommendations made in last year's report. These new additions bring a new energy and diverse point of view to the VSC.

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d. In 2017, 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:

- (1) The launch of the Nevada Vet Corps at the Governor's Mansion, and
- (2) Monthly presentations in partnership with the Governor at Veteran of the Month/ Veteran Supporter of the Month ceremonies around the state, and
- (3) Remarks at Nevada Veteran Advocate workshops.

e. Finally, the VSC 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.

## 4. 2017 VSC Recommendations

a. The recommendations below were discussed and approved by the VSC:

**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 80<sup>th</sup> Nevada Legislative Session. Special emphasis in the resolution should be made to those who died in Vietnam in recognition of the 50<sup>th</sup> Anniversary of the Vietnam War, and to those who died during WWI as 2018 will be the 100 Anniversary of the end of America's engagement in WWI.

**Recommendation 2:** NDVS should continue to pursue activities in support of reducing suicide among Nevada's veterans. Over the last six years, the Department of Health and Human Services and NDVS have worked to address Nevada's veteran suicide rate. The VSC highly encourages that these activities continue until the tragedy of Veteran suicide has ended.

**Recommendation 3:** NDVS should continue to improve outreach to rural and Native American populations, and to incarcerated veterans pending release. Many of Nevada's rural veterans and Native American Veterans do not know of the benefits their service to our Nation has earned them. While outreach has dramatically increased over the past decade, more work remains. NDVS should consider making permanent the contracted Outreach Officer currently serving Northern and Central Nevada and increasing the use of information technology solutions such as mobile video-teleconferencing devices. In addition, the expansion of Veterans Dorms/living areas in State Prisons by the Department of Corrections and NDVS the efforts to provide veterans service officer support to inmates via teleconferencing, are critical programs that need to be continued.

**Recommendation 4:** NDVS should continue to pursue water-wise options at State Veterans Cemeteries. The VSC recommends that NDVS continue to explore alternative solutions, to include ground and surface water options, for resourcing the water needs of the Northern and Southern Nevada Veteran Memorial Cemeteries in Fernley and Boulder City.

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Recommendation 5: NDVS should determine if there are gaps in services for student veterans. Of special concern is determining if students at universities and colleges not associated with the Nevada System of Higher Education (NSHE) are receiving the information and services needed to ensure their success. We believe that the NSHE has made important strides, with the help of other Federal and State funding and programming, and may serve as a model for other private schools with student veterans.

Recommendation 6: NDVS should continue training Nevada Veterans Advocates (NVAs) and Veterans Service Officers (VSOs). The twice-a-year training NDVS offers to Nevada Veterans Advocates, Veterans Service Officers from all organizations, and Nevada's Tribal Veterans Representatives (TVR) is essential for ensuring the quality of these advocates and service officers. With the reduction of training options in some non-profit service organizations, these training workshops are critical and should continue to be offered.

Recommendation 7: Nevada State agencies should support veteran personal data input into the Nevada Veterans Information System (VIS). Once populated with veteran data, the VIS can help locate and inform veterans, their families, and their survivors of benefits and services needed to improve their quality of care and quality of life.

Recommendation 8: The State of Nevada should determine if Nevada veteran graduates are fully employed with a livable wage six months after graduation. The Nevada Department of Education, Training, and Rehabilitation (DETR), NSHE, and NDVS should collaborate to determine plan to achieve, and a method to measure the progress made towards, the Governor's Strategic Planning Framework Objective # 5.3.4, "Ensure that every Nevada veteran who obtains a postsecondary credential, certificate, or degree is fully employed with a livable wage six months after graduation."

Recommendation 9: NDVS should consider offering a weekend burial option at Nevada State Veterans Memorial Cemeteries. Currently, interments at the Southern and Northern Nevada Veterans Memorial Services are only offered on weekdays. Many local families and family traveling from other locations are unable to take time off during the week for burial services. Offering a weekend option would help support families wishing to inter their loved ones at the State cemeteries.

Recommendation 10: The State of Nevada should continue funding the Adopt a Vet Dental Care Program. The Adopt-a-Vet Dental Care Program provides equipment and supplies to dentists and their staffs who provide their services free to veterans who are not eligible for VA services and cannot afford other dental care. This program fills a critical gap in services.

Recommendation 11: NDVS should continue their efforts under the Veterans in Care (VIC) Program. The VIC Program is helping to ensure that veterans in nursing homes and assisted living facilities are assessing benefits, and that care providers are trained in military culture to facilitate the care process. **Additionally**, NDVS should expand their efforts to reach veterans who are homebound to ensure that they, and their caregivers, are both honored and informed of benefits they may be eligible for.

Recommendation 12: As the new Northern Nevada Veterans Home is built, funding and modernization efforts should continue at appropriate levels at the Nevada State Veterans Home

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(NSVH) in Boulder City. A key recommendation in the last VSC report was the construction of the new Northern Nevada Veterans Home. While the Commission is pleased that the new veterans home has broken ground, the existing home must receive the support it needs to keep abreast of the latest practices, procedures, and technologies to ensure the best care possible to the veterans and their spouses who live there. This recommendation includes considering future expansion for Adult Medical Day Care at the NSVH.

Recommendation 13: NDVS should continue to pursue solutions for adequate Veteran Service Officer (VSO) support throughout Nevada. VSOs assigned to NDVS provide assistance filing Federal and State claims for benefits and services. While the number of VSOs has increased over the past five years, added federal benefits and the addition of several presumptive conditions have kept wait times high. Additionally, there are no dedicated VSOs authorized in either Churchill or Nye Counties, both of which have large veterans populations. Pahrump in particular has a high volume of claims and is dependent on a VSO that was authorized for workload in Las Vegas. The VSC recommends that NDVS continue to pursue solutions to providing adequate VSO coverage for all of Nevada's veterans, especially those in rural areas.

Recommendation 14: The State of Nevada should pursue options to improve support to caregivers of Nevada's veterans. This recommendation is carried over from the previous VSC Report. 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, and 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 well. At a minimum, this support should include counseling and training.

Recommendation 15: NDVS be allowed to reclassify the Women Veterans and Rover Program Coordinator to a Veterans Services Officer/Women Veterans Coordinator position. As a VSO, this person would focus on Women Veterans claims to include Military Sexual Trauma (MST). This would allow NDVS to hire at a higher grade and may lead to greater longevity in this position. Over the recent past, turnover has been high resulting in little continuity and action within NDVS' Women Veterans Program. This is a possible legislative issue and may require funding.

**Conclusion:** This report and its recommendations align with the VSC's duty to advise the Governor, Nevada Legislature, and the NDVS 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.



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## **Recommendation to the Governor and the Nevada Legislature Prepared by the Nevada Women Veterans Advisory Committee (WVAC) January 25, 2018**

1. The WVAC voted to include the following recommendations in the WVAC biannual report to the Governor due on February 15, 2018:

- 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. This recommendation requires input/work from the NDVS Women Veterans Program Coordinator /Staff and the WVAC. This is not a Legislative issue.
- During 2017, the WVAC attempted to establish a baseline number for the number of Women Veterans in Nevada. Due to the loss of a database established by previous NDVS Women Veterans Program Coordinators, NDVS was unable to provide a number. NDVS is, however, beginning to use a database to identify all Veterans in Nevada and should be able to determine a baseline number of Women Veterans in Nevada in 2018. The WVAC believes establishing a baseline is important to determine if we are identifying Women Veterans in the state. Without knowing who our Veterans are and how to reach them, we may not be ensuring they are receiving the benefits and opportunities they have earned as a result of their service. Additionally, without a baseline number, it is impossible to determine if the outreach efforts of NDVS as well as other Veteran Services Organizations are effective. The WVAC recommends NDVS continue their implementation plans for its Veterans Information System (VIS) database, continue looking for partners so as to increase the data available to better identify Veterans, and continue to seek budgetary or grant funding to fund the continued administration of the VIS. Once a baseline number of Women Veterans is established, the WVAC recommends NDVS work to increase that number by a minimum of 5% per year until at least 80% of the total estimated number of Women Veterans is reached. This will enable the WVAC to determine the effectiveness of outreach methods and make recommendations for further outreach methods. This is a possible legislative issue and may require funding.
- Continued funding for 2-1-1 Nevada line. The mission of 2-1-1 Nevada is to empower all Nevadans to achieve optimal self-sufficiency, health and well-being. 2-1-1 Nevada connects all individuals, families, and providers to essential health and human services information and resources. Administration and oversight of Nevada 2-1-1 is the responsibility of the Nevada Department of Health and Human Services under Nevada Revised Statute (NRS) 232.359. The 2-1-1 line supports Veterans throughout Nevada, connecting them to Veterans' benefits as well as other community services. Further, WVAC recommends NDVS develop a database of Veteran resources to share with 2-1-1 Nevada. This is a possible legislative issue and may require funding.
- Support NDVS efforts and funding to conduct additional Military Sexual Trauma workshops in Nevada to educate Women Veterans, their supporters, their caretakers, and healthcare professionals. This is a possible legislative issue and may require funding.
- Support the Veterans Unit of the Nevada Department of Corrections (NDOC) Re-entry Department. The mission of the NDOC Re-Entry is to enhance public safety by providing offenders effective program services to prepare them for established re-entry into the community. There had been an AmeriCorps member working specifically with incarcerated



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Veterans. The AmeriCorps contract ended on October 31, 2017 and no state general funding was available to support the position for the Veterans Unit within the Re-Entry program. WVAC recommends NDOC obtain additional resources to help incarcerated Veterans. This is a possible legislative issue and may require funding.

- On December 8, 2017, the Northern Nevada Veterans Memorial Cemetery conducted a military funeral for 13 unclaimed Nevada Veterans. This was the sixth “Missing in America” mission by the Nevada Veterans Coalition to ensure the Veterans receive the honor and burial they earned through their military service. In 2011 and 2013 there was legislation enacted which mandated that funeral homes report unclaimed Veterans to the NDVS. Unfortunately, many funeral homes were not made aware of the requirement. Since early 2015, the Funeral and Cemetery Services Board has been educating funeral homes and encouraging funeral homes to review the cremated remains in their possession and explain the requirements to them. Recently, the Funeral and Cemetery Board has added questions to their inspection process to get a better idea on the efforts funeral homes have made to locate unclaimed Veterans remains. Some funeral homes, however, have stored remains for over 60 years so it is a daunting task to review those remains. Additional resources may be needed in terms of increasing the staffing of the Funeral and Cemetery Board. This need might be partially met with volunteers. Volunteers would need to be trained and given authority by the state to visit funeral homes to identify Veterans remains. This is a possible legislative issue and may require funding.
- Recommend NDVS be allowed to reclassify the Women Veterans Coordinator/Rover position to a Veterans Services Officer/Women Veterans Coordinator position. As a VSO, this person would focus on Women Veterans claims to include Military Sexual Trauma (MST). This would allow NDVS to hire at a higher grade and may lead to greater longevity in this position. Over the recent past, turnover has been high resulting in little continuity and action within NDVS’s Women Veterans Program. This is a possible legislative issue and may require funding.
- Recommend NDVS be allowed to hire two additional Veterans Services Officers (VSO) to be located in Pahrump and Fallon. Nevada’s Veteran population continues to grow and Women Veterans is one of the fastest growing segments within the Veteran population. Adding additional VSOs would benefit all Veterans within these two areas. This is a possible legislative issue and may require funding.

2. The WVAC has tentatively set its meeting dates for 2018: March 21, 2018; May 16, 2018; July 18, 2018; September 12, 2018; November 14, 2018.

3. One focus of the WVAC during 2018 is to support the Goal #6 in the Nevada Department of Veterans Services (NDVS) Women Veterans Program Strategic Plan. This goal states: Celebrate the Legacy of Nevada’s Women Veterans. The WVAC plans to support this goal by putting together several presentations regarding Women Veterans and working with the NDVS Communications Director to find opportunities to speak about Women Veterans.

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## Report to the Veteran Community on the 79th Legislative Session September 1, 2017

Fulfilling the Requirements of Assembly Bill 62 (2015)  
Provided by the Director of the Nevada Department of Veterans Services

**1. Introduction:** This memorandum provides a full legislative report to the veteran community as required by NRS 417.103. This report, and future editions of the report, are intended to provide information regarding veterans legislation to the veteran community, and, over time, to establish a history of legislation introduced, passed, or considered that can be referenced in future policy discussions. NRS 417.103 requires the Director of the Nevada Department of Veterans Services (NDVS) to provide this report no later than September 1 following each regular session of the Legislature, and requires that the report provide details on the following:

- A description of each newly enacted statute by the Legislature that affects veterans in this State.
- A description of each bill, or portion of a bill, newly enacted by the Legislature that appropriates or authorizes money for veterans, or otherwise affects the amount of money that is available for veterans' services, including, without limitation, each line item in a budget for such an appropriation or authorization.
- A brief plan by the Director, NDVS for carrying out duties required by newly passed legislation.
- The date on which each statute and bill described in the memorandum becomes effective.

### **2. Background:**

a. For decades, NDVS has coordinated the efforts of Nevada's veterans community events by convening legislative meetings and councils to: (1) gather issues important to veterans that could be considered for a legislative bill draft request (BDR), and (2) educate veterans, their families, and their supporters so they might fully participate in the legislative process. The three events traditionally conducted are the Veterans Legislative Symposium, the Veterans Legislative Summit, and Veterans and Military Day at the Legislature.

b. During the 77<sup>th</sup> Legislative Session (2013), the United Veterans Legislative Coalition later renamed the United Veterans Legislative Council or UVLC) was established by many of Nevada's veterans service organizations to help create a single voice, where possible, to advocate for veterans legislation. During the 78<sup>th</sup> Legislative Session, NDVS first partnered with the UVLC to conduct the Veterans Legislative Symposium, the Veterans Legislative Summit, and Veterans and Military Day at the Legislature. This partnership continued during the 79<sup>th</sup> Legislative Session, resulting in a greater appreciation of issues affecting veterans across the state and increased UVLC activity communicating these issues to the Governor and members of the Legislature.

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c. Part of the success in passing critical veterans legislation during the 79<sup>th</sup> Legislative Session can be attributed to a maturation of the UVLC, to include better collaboration between the Northern and Southern Nevada Veterans Communities.

## 3. 79<sup>TH</sup> Legislative Session Events

a. Legislative Symposia. *Reno: March 26, 2016 & Las Vegas: April 16, 2016*

(1) The Legislative Symposia served as an opportunity to bring together various perspectives from the veteran community and to develop a list of prioritized legislative recommendations. Hundreds of veterans participated in these events; the Las Vegas Symposium resulted in 20 recommendations, while the Reno Symposium resulted in 17 recommendations. Additionally, 27 items were suggested for U.S. Congressional consideration; these issues were sent to Nevada's Congressional delegation for their consideration.

(2) There were three common themes that ran throughout the 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**

These statewide themes clearly illustrated shared concerns among Nevada veterans and their families.

(3) There were also clear common priorities when comparing the Southern and Northern Nevada priority lists. The combined statewide priority list resulted in these top five priorities:

### **STATEWIDE 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.).

### **STATEWIDE PRIORITY 2:**

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

### **STATEWIDE 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.

### **STATEWIDE PRIORITY 4:**

Increase the number of Veterans Service Officers in rural Nevada.

### **STATEWIDE PRIORITY 5:**

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Increase the presence and support of Nevada veterans courts.

- b. 79<sup>th</sup> Legislative Summits. *Las Vegas: January 7, 2017 & Reno: January 28, 2017*

The purpose of the Summits was to provide an update on the status of the prioritized legislative recommendations developed during the Symposium, an overview of the additional recommendations that were developed through the policy councils and various other entities, and a description of bills that had been pre-filed with the Legislative Council Bureau. It also provided an opportunity for veterans to engage directly with lawmakers and other elected leaders ahead of the Session.

- c. Veterans and Military Day at the Legislature (VAMDAL). *Carson City: March 15, 2017*

VAMDAL, hosted jointly by NDVS and the Nevada National Guard, provided an opportunity for veterans to talk directly to legislators on legislation important to them and to see a display of Nevada National Guard equipment. The day began with an opening ceremony with keynote comments from Governor Brian Sandoval, and remarks from the Senate Majority Leader Aaron Ford, Senate Minority Leader Michael Roberson, and Speaker of the Assembly, Assemblyman Jason Frierson. Later in the day, veterans were welcomed as guests into the Senate and Assembly Chambers for a presentation of a Concurrent Resolution naming Nevada a Purple Heart State. Finally, a luncheon for veterans and veteran supporters was provided by the Nevada Department of Veterans Services and served by members of the Nevada National Guard.

## 4. 79<sup>th</sup> Legislative Session Bill Overview

- a. 26 Veterans bills were signed into law by Governor Sandoval, and three bills failed by the Legislative deadline.
- b. Each one of the statewide priorities identified in the 2016 Legislative Symposia were accomplished this Session as shown here:

**Priority 1** (mandate suicide prevention/awareness training) was accomplished by AB 105, sponsored by Assemblyman Tyrone Thompson, which mandated suicide awareness training for the health care providers for each license renewal period.

**Priority 2** (create a Veterans Service Organization Registry) was accomplished through the passage of AB 22 which authorized NDVS to create a veterans registry, a Governor's bill.

**Priority 3** (extend the eligibility period for the Fry Scholarship) was accomplished by the passage of AB 24, a Governor's bill.

**Priority 4** (increase the number of Veterans Service Officers in rural Nevada) was accomplished through the passage of the Governor's budget bill.

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**Priority 5** (increase the presence and support of Nevada veterans courts) was accomplished by the passage of AB 286 from Assemblyman Elliot Anderson. This bill also included language from SB 445 from Senator Cannizzaro, which was folded into AB 286. Additionally, SB 445 from Senator Parks added \$98,000 for a Vet Court coordinator for the Eighth Judicial District Court of the State of Nevada.

c. For many veterans the highlight of the 79<sup>th</sup> Legislative Session was the passage of SB 546, the Capital Improvement Projects (CIP) Bill. Instead of waiting for Congress to appropriate the federal match of \$33 million dollars for the approved Northern Nevada Veterans Home Grant, Governor Sandoval recommended and the Legislature passed SB 546 that added \$33 million to the \$14.2 million already approved by Governor Sandoval in the 2015 CIP Bill. With this action, the State of Nevada was able to break ground for a new Northern Nevada Veterans Home on July 17, 2017.

**5. Detailed Description of Legislation Considered and Passed:** The following section provides a description of all veteran-related legislation that passed, the date each statute and bill described in the memorandum becomes effective, and a brief plan by the NDVS Director for carrying out duties required by newly passed legislation. Additionally, this section also lists bills that failed by deadline or by the Governor's veto as reference for future policy discussions on veterans' issues.

## **Legislation Passed**

✓ **AB 2:** Addresses several issues related to Nevada National Guard. Existing law authorizes the payment of various benefits to members of the Nevada National Guard from the Patriot Relief Account, including a member called into active service who is experiencing economic hardship. This bill: (1) limits the payment of benefits from the Account to the extent money is available in the Account; and (2) removes the requirement that monetary relief may be paid for economic hardship only to those members called into active service, thereby expanding eligibility to all members experiencing economic hardship.

**Sponsor(s):** Introduced by the Assembly Committee on Government Affairs on behalf of the Governor

**Votes:** Passed both Houses unanimously, with one absent in the Assembly

**Effective Date:** July 1, 2017

**Status:** Signed into law by the Governor

**NDVS Director's Plan for Implementation:** No NDVS action required

✓ **AB 19:** A housekeeping bill changing the annual reporting requirement of the VSC, ICVA, and WVAC from annual to biannual, to be due in the even-numbered years. Additionally, this bill adds reporting requirement to NDVS to report certain data to the ICVA annually, as well as amends the reporting cycle of such data to reflect the State Fiscal Year. Sections 1 and 5 of this bill standardize the information collected and

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reported to the Interagency Council by occupational and professional licensing boards, commissions and agencies; also require the Department of Veterans Services to submit certain additional information to the Interagency Council; and require the inclusion of quarterly unemployment data submitted to the Interagency Council in its report. The bill reduces the frequency of the report submitted by the Interagency Council from annually to biennially in an even-numbered year, which makes the Legislative Commission the recipient of the report for the Legislative Department of the State Government. Existing law requires the Nevada Veterans Services Commission to submit a report by November 1 of each year concerning its activities and recommendations to the Interagency Council and requires the Women Veterans Advisory Committee to submit a similar report by February 15 of each year to the Governor. Sections 3 and 4 of this bill reduce the frequency of the required submission of those reports to biennially in an even-numbered year and standardizes the recipients of both reports to the Governor, the Interagency Council and the Legislative Commission. Section 3 also changes the deadline by which the Nevada Veterans Services Commission is required to submit its report to February 15, which is the same biennial deadline as for the reports submitted by the Interagency Council and the Women Veterans Advisory Committee.

**Sponsor(s):** Introduced by the Assembly Committee on Government Affairs on behalf of the Governor

**Votes:** Passed both Houses unanimously, with one absent in the Assembly

**Effective Date:** July 1, 2017

**Status:** Signed into law by the Governor

**NDVS Director's Plan for Implementation:** Advise the VSC, ICVA, and WVAC of the changing in reporting requirements

✓ **AB 22:** Revises various duties of the Director and Deputy Director. Existing law requires the Director of the Department of Veterans Services to appoint one Deputy Director of the Department, who must be a resident of Nevada, possess an honorable discharge from some branch of the military or naval service and have at least four years of management or administration experience. The bill authorizes the Director to appoint additional deputy directors as needed to assist the Director in performing his or her duties including a Deputy Director for Programs and Services and a Deputy Director for Health and Wellness; and removes the requirement that a deputy director be a resident of Nevada, possess an honorable discharge and have at least four years of management or administration experience. The bill makes conforming changes to account for the appointment of additional deputy directors and eliminates references in existing law to certain powers and duties of the Deputy Director, thereby leaving the Director with the discretion to assign those powers and duties to a deputy director. The bill also requires the Director to create and maintain a database containing information on veterans residing in Nevada; ensure that each generation of veterans receives recognition annually; and create and maintain a registry of organizations that provide services and resources to veterans, service members and their families and publish the registry on the Department's Internet website. The bill removes the requirement in existing law that the office of the Deputy Director be maintained in Las Vegas and the office of the Director

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be maintained in the same city as the state regional office of the United States Department of Veterans Affairs.

**Sponsor(s):** Introduced by the Assembly Committee on Government Affairs on behalf of the Governor.

**Votes:** Passed both Houses unanimously, with one absent in the Assembly

**Effective Date:** July 1, 2017

**Status:** Signed into law by the Governor

## **NDVS Director's Plan for Implementation:**

- Veterans Registry: Create and implement the Veterans Information System (VIS) by July 1, 2018. (VIS will serve as the database referred in AB 22.)
- Registry of organizations that provide services and resources to veterans, service members and their families: NDVS is currently using Nevada VetNet to accomplish this function, we will create a policy to establish vetting criteria by January 1, 2018 and modify VetNet or integrate another IT platform into the NDVS website in order to publish this registry by January 1, 2019.
- Annual recognition: In calendar year 2018 onward, NDVS will work with partners to ensure that each generation of veterans receives recognition annually.

✓ **AB 24:** Expands exemption of tuition through Nevada System of Higher Education (NSHE). This bill expands the group of students against whom tuition charges must not be assessed by including: students whose parent, legal guardian or spouse is a member of the Armed Forces of the United States who is on active duty and stationed at a military installation in this State or a military installation in another state which has a specific nexus to this State; students whose parent, legal guardian or spouse is a member of the Armed Forces of the United States who was on active duty and stationed at a military installation in this State or a military installation in another state which has a specific nexus to this State on the date on which the student enrolled at an institution of the System if such students maintain continuous enrollment at an institution of the System; students who are using benefits under the Marine Gunnery Sergeant John David Fry Scholarship (38 U.S.C. § 3311(b)(9)); members of the Armed Forces of the United States who are on active duty and stationed at a military installation in another state which has a specific nexus to this State; and veterans of the Armed Forces of the United States who were honorably discharged and who were on active duty while stationed at a military installation in this State or a military installation in another state which has a specific nexus to this State.

**Sponsor(s):** Introduced by the Assembly Committee on Education on behalf of the Governor

**Votes:** Passed both Houses unanimously

**Effective Date:** July 1, 2017

**Status:** Signed into law by the Governor



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**NDVS Director's Plan for Implementation:** NDVS will update its Veteran Service Officer and Nevada Veteran Advocate training and its benefits website by October 1, 2017 to provide information on these changes to help educate the veterans community.

✓ **AB 77:** Revises provisions related to teachers and other educational personnel. AB 77 revises and proposes many provisions related to teacher licensing and qualifications. AB 77 has been amended, in Section 24, to allow Nevada Department of Education (NDE) to waive any licensure fees for veterans, active-duty members of the military, and spouses of military members.

**Sponsor(s):** Introduced by the Assembly Committee on Education on behalf of the Governor

**Votes:** Passed Assembly 37-5, Senate 18-2 with 1 excused

**Effective Date:** July 1, 2017

**Status:** Signed into law by the Governor

**NDVS Director's Plan for Implementation:** NDVS will update its Veteran Service Officer and Nevada Veteran Advocate training and its benefits website by October 1, 2017 to provide information on these changes to help educate the veterans community.

✓ **AB 105:** Amends NRS relating to physicians, physician assistants, medical assistants, professionals and practitioners of respiratory care. This bill requires two hours of continuing education instruction on evidence-based suicide prevention and awareness at regular intervals.

**Sponsor(s):** Assemblyman Thompson.

**Votes:** Passed Assembly 39-3, Senate unanimously

**Effective Date:** July 1, 2017

**Status:** Signed into law by the Governor

**NDVS Director's Plan for Implementation:** No NDVS action required

✓ **AB 118:** Authorizes a person who is at least 18 years of age but less than 21 years of age to be eligible for a permit to carry a concealed firearm if the person provides certain proof that he or she is a member of the Armed Forces of the United States, a reserve component thereof or the National Guard; or was discharged or released from service therein under honorable conditions. This bill also requires a sheriff to deny an application for a permit or revoke an existing permit if the sheriff determines that the applicant has been discharged or released from service in the Armed Forces of the United States, a reserve component thereof or the National Guard under conditions other than honorable conditions and is less than 21 years of age.



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**Sponsor(s):** Assemblyman Daly

**Votes:** Passed Assembly 34-4, 4 excused, Senate unanimously, 1 excused

**Effective Date:** July 1, 2017

**Status:** Signed into law by the Governor

**NDVS Director's Plan for Implementation:** No NDVS action required

✓ **AB 282:** Authorizes service members who receive military orders to relocate or deploy to terminate or suspend a contract. AB 282 allows a military service member to submit a written notice of permanent change of duty or deployment orders (of more than 30 days) to terminate or suspend a contract for telecommunication services, internet services, membership of a health club, or video service. This bill requires that the service member submit a written notice to the service provider within 90 days of the termination date and the service member must not be charged a penalty, fee, or loss of deposit because of the termination. Lastly, the bill authorizes a service member or the Attorney General to bring an action against a person who violates the provision of this bill.

**Sponsor(s):** Assemblyman Elliot Anderson

**Votes:** Passed Assembly unanimously, Senate unanimously, 1 excused

**Effective Date:** July 1, 2017

**Status:** Signed into law by the Governor

**NDVS Director's Plan for Implementation:** NDVS will update its Veteran Service Officer and Nevada Veteran Advocate training and its benefits website by October 1, 2017 to provide information on these changes to help educate the veterans community.

✓ **AB 286:** Revises provisions relating to court programs for the treatment of veterans and members of the military. AB 286 establishes qualifications for a defendant eligible for participation in a veterans court program and authorizes justice and municipal courts to establish programs for the treatment of veterans and members of the military who are charged with first misdemeanor offenses, to include battery constituting domestic violence or driving under the influence of alcohol or drugs. The court must attempt to determine whether a defendant qualifies for the program as soon as possible after the person is arrested or cited. AB 286, as amended, establishes that defendants charged with domestic violence or DUI offenses are eligible for treatment program on first offense only, and charges are conditionally dismissed upon successful completion. The original charge is conditionally dismissed to be used only for the purpose of enhancement for a secondary offense within the seven years of conditional dismissal.

**Sponsor(s):** Assemblyman Elliot Anderson and Senator Cannizzaro

**Votes:** Passed Assembly unanimously, Senate unanimously, 1 excused

**Effective Date:** June 8, 2017

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

**Status:** Signed into law by the Governor

**NDVS Director's Plan for Implementation:** NDVS will update its Veteran Service Officer and Nevada Veteran Advocate training and its benefits website by October 1, 2017 to provide information on these changes to help educate the veterans community.

✓ **AB 309:** Changes preferences for veterans in state employment. Section 3 requires the Administrator of the Division of Human Resources Management to submit a monthly report listing the names of all veterans and widows and widowers of persons killed on active duty who are employed in the classified or unclassified service of the state. It further requires the Administrator to ensure that the percentage of officers and employees in such state employment that are veterans and to the extent the information is available, widows and widowers of persons killed in the line of duty while on active duty in the Armed Forces of the United States, is proportional to the percentage of veterans and, to the extent the information is available, such widows and widowers, who reside in this State and are in the labor force. This also provides that 10 preference points must be added to the passing grade of all veterans and to the passing grade of widows and widowers of persons killed in the line of duty while on active duty in the Armed Forces of the United States and also provides that a person who qualifies under more than one category for preference points cannot combine all those points but is entitled to receive points for only one qualifying category that is most beneficial to the person. Finally, the bill removes the restriction on applying such preference points to more than one promotional examination. The bill also requires the Administrator to certify additionally for the position the name of any veteran with a service-connected disability who is also on the list of eligible persons and, if so certified, the appointing state agency must interview the veteran for the position.

**Sponsor(s):** Assemblymen Cohen, Miller, Yeager, Watkins and Frierson; Senators Spearman and Parks

**Votes:** Passed Assembly unanimously, 3 excused, Senate unanimously

**Effective Date:** October 1, 2017

**Status:** Signed into law by the Governor

**NDVS Director's Plan for Implementation:** NDVS will update its Veteran Service Officer and Nevada Veteran Advocate training and its benefits website by October 1, 2017 to provide information on these changes to help educate the veterans community.

✓ **AB 337:** Prevents unlawful termination of a National Guard member. The bill expands existing law by prohibiting the employer of a member of the National Guard of another state who is employed in this State from terminating the member's employment because he or she is ordered to active service or otherwise required by the law of that state to perform duties as a member of the National Guard of that state. It also provides that if, for any reason the Labor Commissioner does not determine that the employment of a member of the Nevada National Guard or the National Guard of another state was terminated unlawfully, the member may bring a civil action in district court against his or her employer seeking such a determination. Section 3 of this bill provides that if the Labor

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Commissioner determines that the employment of a member of the Nevada National Guard or the National Guard of another state was terminated unlawfully, the member is entitled to: immediate reemployment in the position in which he or she would have been employed if his or her continuous employment with the employer had not been unlawfully terminated; immediate restoration to the seniority and benefits to which he or she would have been entitled if his or her continuous employment with the employer had not been unlawfully terminated; and receipt of all wages and benefits lost as a result of the termination. Section 3 also requires the award of attorney's fees and costs to the member under certain circumstances.

**Sponsor(s):** Assemblyman Elliot Anderson

**Votes:** Passed Assembly unanimously 1 excused, Senate unanimously

**Effective Date:** July 1, 2017

**Status:** Signed into law by the Governor

**NDVS Director's Plan for Implementation:** No NDVS action required

✓ **AB 521:** Establishes a program for relocating a veteran's remains to a veteran's cemetery. AB 521 establishes a program to provide financial assistance for the disinterment and relocation of a veteran to any veterans' cemetery. This bill also requires the Director of the Department of Veterans Services to adopt regulations prescribing the application process and the criteria for the award of such financial assistance. Finally, this bill makes an appropriation of \$100,000 to fund the program.

**Sponsor(s):** Assemblyman Paul Anderson

**Votes:** Passed Assembly unanimously, 3 excused, Senate unanimously

**Effective Date:** July 1, 2017

**Status:** Signed into law by the Governor

**NDVS Director's Plan for Implementation:** NDVS will develop a regulation prescribing the application process and the criteria for the award by January 1, 2018. Once developed, this information will be placed on the Nevada Veterans Memorial Cemetery web pages and on the NDVS benefits and services page.

✓ **SB 7:** Revises provisions of the Nevada Code of Military Justice governing certain offenses subject to court-martial proceedings. SB 7 removes the requirement that an offense must be committed while the person was in a duty status. Instead, it provides that the offense is subject to the Code when committed while the person was subject to jurisdiction under certain provisions of the Code.

**Sponsor(s):** Introduced by the Senate Committee on Government Affairs on behalf of the Governor.

**Votes:** Passed both Houses unanimously, 3 excused in the Assembly

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**Effective Date:** May 18, 2017

**Status:** Signed into law by the Governor

**NDVS Director's Plan for Implementation:** No NDVS action required

✓ **SB 33:** Prohibits the foreclosure of a military service member's residential mortgage loan, including the foreclosure of a lien against a unit in a common-interest community, while the member is on active duty, and for one year immediately following active duty, without a court order, so long as the loan was entered into before the service member was called to active duty or deployed.

**Sponsor(s):** Introduced by the Senate Committee on Judiciary on behalf of the Governor

**Votes:** Passed both Houses unanimously

**Effective Date:** May 29, 2017

**Status:** Signed into law by the Governor

**NDVS Director's Plan for Implementation:** NDVS will update its Veteran Service Officer and Nevada Veteran Advocate training and its benefits website by October 1, 2017 to provide information on these changes to help educate the veterans community.

✓ **SB 58:** Adds the Administrator of the Division of Human Resource Management of the Department of Administration as a member of the Interagency Council on Veterans Affairs. Directs NDVS to aid, assist and cooperate not only with nationally recognized service organizations, but also with state veterans service organizations. The bill also increases the number of members on the Veterans Service Commission to 11, by adding a member who is also a member of the Women Veterans Advisory Committee and a member who is a student veteran pursuing a baccalaureate or higher degree in Nevada. The bill further authorizes the appointment of representatives of veterans' organizations recognized in Nevada as Commission members who are required to be representatives of veterans' organizations. Finally, the bill clarifies that the veterans' organizations from which those members of the Advisory Committees are appointed are organizations that are recognized nationally and in this State.

**Sponsor(s):** Introduced by the Senate Committee on Government Affairs on behalf of the Governor.

**Votes:** Passed both Houses unanimously, 1 excused in the Assembly

**Effective Date:** July 1, 2017

**Status:** Signed into law by the Governor

**NDVS Director's Plan for Implementation:** NDVS will identify state-level veterans service organizations and add them to the list of National Veterans Service organizations that we

## INTERAGENCY COUNCIL ON VETERANS AFFAIRS

routinely coordinate with. Contact each of these organizations to determine the best way to aid, assist and cooperate with them.

✓ **SB 70:** Relates to policies protecting personal military-related property that is left at military/veteran memorials in Nevada. SB 70 revises provisions governing the management of military artifacts, expanding NRS 417.090 (9) to allow NDVS to transfer abandoned or unclaimed 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 for NDVS against action for transfer, disposal, or destruction of any property. Finally, the bill requires NDVS to establish and publish on their website, the policies for disposal of such property when they are not transferred.

**Sponsor(s):** Introduced by the Senate Committee on Government Affairs on behalf of the Governor

**Votes:** Passed both Houses unanimously, 1 excused in the Assembly

**Effective Date:** March 15, 2017

**Status:** Signed into law by the Governor

**NDVS Director's Plan for Implementation:** Establish and publish the new policy on transfer and disposal of abandoned property by October 1, 2017.

✓ **SB 137:** Requires that state agencies who collect information on veterans revise how they ask an individual about veteran status. SB 137 requires that the forms to collect veterans status information should ask whether the person served in the Armed Forces, the National Guard or reserve component for six continuous years, or Commissioned Corps of the United States Public Health Service or the Commissioned Corps of the National Oceanic and Atmospheric Administration instead of simply asking if the person is a veteran. Lastly, SB 137 removes the expiration date of the gift account managed by the Director of the Nevada Department of Veteran Services and the requirement to assist veterans who have suffered military sexual trauma.

**Sponsor(s):** Senators Woodhouse, Spearman, Parks, Hardy, and Ford

**Votes:** Passed both Houses unanimously, 2 excused in the Assembly, 1 in the Senate

**Effective Date:** June 4, 2017

**Status:** Signed into law by the Governor

**NDVS Director's Plan for Implementation:** All NDVS forms that collect veterans status information will be modified to ask whether the person served in the Armed Forces, the National Guard or reserve component for six continuous years, or Commissioned Corps of the United States Public Health Service or the Commissioned Corps of the National Oceanic and Atmospheric Administration instead of simply asking if the person is a veteran.

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✓ **SB 141:** Provides for the issuance of special license plates inscribed with the international symbol of access to a veteran with a qualifying service-connected disability and establishes a definition for a “qualifying service connected disability,” for the purposes of qualifying disability rating to receive a special veteran’s license plate with the international symbol of access. “Qualifying service-connected disability” means: a service-connected disability rated at 100 percent; more than one service-connected disability, the combined ratings of which add up to at least 100 percent; or a service-connected disability of any rating that constitutes or includes a permanent disability that qualifies a person for a special license plate pursuant to NRS 482.384.

**Sponsor(s):** Senator Hardy

**Votes:** Passed both Houses unanimously

**Effective Date:** July 1, 2017. Sections 3 and 5 to 8, inclusive, of this act become effective on the earlier of July 1, 2018 or when sufficient resources become available

**Status:** Signed into law by the Governor

**NDVS Director's Plan for Implementation:** NDVS will update its Veteran Service Officer and Nevada Veteran Advocate training and its benefits website by October 1, 2017 to provide information on these changes to help educate the veterans community.

✓ **SB 144:** Revises several provisions regarding elections, including automatic voter registration. Among its provisions, this bill expands provisions of military-overseas ballots and requires the Secretary of State to establish an online voter registration.

**Sponsor(s):** Senator Spearman

**Votes:** Passed both Houses unanimously

**Effective Date:** July 1, 2017

**Status:** Signed into law by the Governor

**NDVS Director's Plan for Implementation:** No NDVS action required

✓ **SB 148:** Requires the Director of the Department of Veterans Services to provide assistance and information relating to aid, benefits and services to veterans and members of the military who are lesbian, gay, bisexual or transgender and their spouses and dependents and further requires the Director to assist a veteran who is lesbian, gay, bisexual or transgender in applying for an upgrade to the character of the veteran’s discharge from service or a change in the narrative reason for the veteran’s discharge from service. This bill also prohibits the denial of a veteran’s eligibility for any program, service, benefit, activity or facility of this State, or subdivision thereof, for which the veteran would otherwise be eligible solely on the basis of the veteran’s status as a discharged veteran who is lesbian, gay, bisexual or transgender.

**Sponsor(s):** Senator Spearman

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**Votes:** Passed both Houses unanimously; 3 excused in the Assembly

**Effective Date:** July 1, 2017

**Status:** Signed into law by the Governor

**NDVS Director's Plan for Implementation:** Create a one-year contracted program manager position to develop an LGBTQ outreach and education plan by October 1, 2017; implement the plan with partners by August 1, 2018.

✓ **SB 191:** Establishes a standard for evidence of eligibility for any benefit, program or assistance provided to a veteran with a service-connected disability. SB 191 amends NRS by establishing what documents are acceptable to be deemed a service-connected disabled veteran when seeking any assistance provided, whether by state or local government. This bill proposes that a veteran is deemed a service-connected disabled veteran by proof of a certificate from the U.S. Department of Veterans Affairs or U.S. Department of Defense that indicates the veteran has incurred a service-connected disability and indicates the total disability compensation. Sections 2 to 8 amend NRS to make conforming changes to the veterans' related provision relating to Purchasing, Public Works, Department of Motor Vehicles (DMV) license plates, and Wildlife (hunting and fishing licenses and tags).

**Sponsor(s):** Senator Cannizzaro

**Votes:** Passed both Houses unanimously, 3 excused in the Assembly

**Effective Date:** Sections 1, 2, 3, 5, 7, 8 and 9 of this act become effective May 29, 2017. Sections 4 and 6 of this act become effective on the earlier of: July 1, 2018; or the date on which the Director of the Department of Motor Vehicles, pursuant to section 7 of chapter 62, Statutes of Nevada 2015, at page 268, notifies the Governor and the Director of the Legislative Counsel Bureau that sufficient resources are available to enable the Department to carry out the amendatory provisions of chapter 62, Statutes of Nevada 2015, at page 262.

**Status:** Signed into law by the Governor

**NDVS Director's Plan for Implementation:** No NDVS action required

✓ **SB 326:** Provides enrollment preference in a day care facility to dependents of military members. It requires a child care facility, before granting admission to any other child, to grant admission to a child whose: parent or guardian is currently serving on active duty in the Armed Forces of the United States; parent was killed or died as a direct result of injuries received while serving honorably on active duty in the Armed Forces of the United States; or parent is currently or was recently missing in action or a prisoner of war.

**Sponsor(s):** Senate Committee on Health and Human Services

**Votes:** Passed both Houses unanimously, 1 excused in the Assembly



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**Effective Date:** July 1, 2017

**Status:** Signed into law by the Governor

**NDVS Director's Plan for Implementation:** NDVS will update its Veteran Service Officer and Nevada Veteran Advocate training and its benefits website by October 1, 2017 to provide information on these changes to help educate the veterans community.

✓ **SB 444:** Makes an appropriation to the Department of Veterans Services. SB 444 proposes to appropriate \$349,962 to the NDVS to provide financial assistance and support for the Adopt a Vet Dental Program.

**Sponsor(s):** Senate Committee on Finance

**Votes:** Passed both Houses unanimously

**Effective Date:** July 1, 2017

**Status:** Signed into law by the Governor

**NDVS Director's Plan for Implementation:** NDVS will establish authority in the Department operating account to provide funding to the Adopt a Vet Dental Program; once established transfer funds to the Adopt a Vet Dental Program administrator on a quarterly basis.

✓ **SB 445:** Makes an appropriation to the Eighth Judicial District Court. SB 445 proposes to appropriate from the State General Fund to the Eighth Judicial District Court of the State of Nevada the sum of \$98,356 for the salary of a Veterans Court Coordinator.

**Sponsor(s):** Senate Committee on Finance

**Votes:** Passed Assembly 41-1, Senate unanimously

**Effective Date:** July 1, 2017

**Status:** Signed into law by the Governor

**NDVS Director's Plan for Implementation:** No NDVS action required

✓ **SB 457:** Requires the Board of Regents or its designee to consult with the State approving agency designated pursuant to federal law and the American Council on Education to establish statewide standards for awarding credit for military education, training or occupational experience. This bill also requires that credit earned by a student for military education, training or occupational experience must be applicable toward the course work required of the student for the award of an associate's degree, baccalaureate degree or certificate at any university, state college or community college in the Nevada System of Higher Education.

**Sponsor(s):** Senator Parks



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**Votes:** Passed both houses unanimously

**Effective Date:** July 1, 2017

**Status:** Signed into law by the Governor

**NDVS Director's Plan for Implementation:** No NDVS action required

✓ **SB 546:** CIP Bill including the Northern Nevada Veterans Home. (\$33,059,672)

**Sponsor(s):** Senate Committee on Finance

**Votes:** Passed Assembly 34-8, Senate 15-6

**Effective Date:** June 16, 2017

**Status:** Signed into law by the Governor

**NDVS Director's Plan for Implementation:** Support State Public Works Division in overseeing construction of the Northern Nevada Veterans Home (NNVH). Develop and implement plans to equip, staff, and operate the NNVH prior to January 1, 2020.

## **LEGISLATION NOT PASSED**

✗ **AB 336:** Required the warden of certain prisons to: (1) determine and report to the Director of the Department of Corrections certain information regarding the educational needs and vocational skills of offenders who are veterans; and (2) establish, improve and expand programs of educational development and workforce development to more effectively serve those offenders. This bill also requires the Director to align offenders who are veterans with educational needs and vocational skills with compatible programs of educational development and workforce development.

**Sponsor(s):** Assemblyman Edwards

**Votes:** Not voted upon

**Effective Date:** Not applicable

**Status:** Failed by deadline

**NDVS Director's Plan for Implementation:** No NDVS action required

✗ **SB 329:** SB 329 was an omnibus marijuana bill. Veterans were interested in adding Post Traumatic Stress Disorder to the list of recognized disabilities that qualify for a medical marijuana card.

**Sponsor(s):** Senator Segerblom

**Votes:** Not voted upon

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**Effective Date:** Not applicable

**Status:** Failed by deadline

**NDVS Director's Plan for Implementation:** No NDVS action required

**✗ SB 449:** SB 449 was a Veterans Court bill. The sponsor met with Assemblyman Elliot Anderson and the two bills were merged into AB 286, which is now law.

**Sponsor(s):** Senator Cannizzaro

**Votes:** Senate unanimously, House did not vote as SB449 was merged into AB 286

**Effective Date:** Not applicable

**Status:** Failed by deadline

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# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

## Appendix A

### Army National Guard Members Identified by Occupational Code and Zip Code

MOS	Service Title	Mbrs	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			
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)						

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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)
			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

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

	Carpentry and Masonry Specialist (cont)		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)
			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)					
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	

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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 (x3)	89030 (x5)	89142 (x2)	89143 (x2)	89144 (x2)	89145 (x3)	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
			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

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	Information Technology Specialist (cont)		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)					
			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			

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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
			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	
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



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	Human Resources Specialist (cont)		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						
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)
68X	Behavioral Health Specialist	3	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	89501 2								
			89119	89129	89183							
70B	Health Services Administration	4	89117	89141	89521	89523						
70H	Health Services Plans, Operations, Intelligence, Security, and Training	1	89074									

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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)
79T	Recruiter/Retention	26	89117	89119	89121	89122	89129 (x2)	89433 (x2)	89436	89511 (x3)	89521 (x2)	89701 (x2)
			89705	98607								
			30909	73538	89012	89032	89081	89178 (x2)	89423	89430	89433	89434
88A	Transportation Officer	10	89121	89129	89141 (x2)	89145	89147	89436 (x2)	89506 (x2)	89701 (x2)	89704	89801
			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)
88N	Transportation Management Coordinator	9	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					
			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
89D	Explosive Ordnance Disposal Specialist	28	22305 (x2)	35757	76542	80904 (x2)	81007	89129	89130	89131	89141 (x2)	89142

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

89E	Explosive Ordnance Disposal Officer	4	89011	89052	89084	89108	89110	89143 (x4)	89178	89431	89503	89506
			92663 (x2)									
			47711 (x2)	89135 (x2)								
90A	Logistics Officer	45	59715	78660	83686	84790	89012	89410	89436	89502	89506	89509
913A	Armament Systems Maintenance	1	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)					
			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
91C	Utilities Equipment Repairer	12	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
			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
			89015	89031 (x2)	89074	89084	89103	89104	89147	89509	89510	89701
91D	Power Generation Equipment Repairer	20	89706									
			85212	89030	89052	89081 (x2)	89104	89436	89441	89502	89506 (x2)	89512
91E	Allied Trades Specialist	8	89107	89130 (x2)	89131	89143	89145	89523	96122			
			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
91G	Fire Control Repairer	2	89408	89509								
			89122	89512								

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

91H	Track Vehicle Repairer	11	89031	89060	89085	89104	89115	89121	89135	89139	89141	89142
91J	Quartermaster and Chemical Equipment Repairer	22	89147									
			89012	89032	89081 (x2)	89106	89108 (x2)	89130	89141	89142	89156	89166
91L	Construction Equipment Repairer	7	89110	89115	89117	89119	89121	89433	89436	89511	89521	89706
			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
91X	Maintenance Supervisor	16	89106	89110	89115 (x2)	89120	89123	89447 (x2)				
			85022	89015 (x2)	89031 (x2)	89081	89084	89117	89122	89129	89139	89460
91Z	Senior Maintenance Supervisor	9	89508	89523	89706	89815						
			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								
922A	Food Service Technician	1	89436									
92A	Automated Logistical Specialist	78	57702	85037	89014	89015	89030	89129	89130 (x2)	89135	89139	89141
92F	Petroleum & Supply Specialist	38	89031 (x3)	89032 (x2)	89048	89052	89081 (x2)	89142 (x2)	89148 (x2)	89149 (x2)	89166	89169 (x2)
92G	Culinary Specialist	77	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								
			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)
92M	Mortuary Affairs Specialist	4	89122	89123	89134	89141 (x2)	89147	89512 (x3)	89521	93534		
			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)
92R	Parachute Rigger	1	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

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

	Parachute Rigger (cont)		89118	89119 (x2)	89122	89123	89128	89801	89815	91006		
			89123	89148	89523	89821						
			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)
92Y	Unit Supply Specialist	85	89012	89014 (x3)	89015 (x3)	89018	89031 (x2)	89128 (x3)	89129 (x2)	89130	89131 (x3)	89134
92Z	Senior Noncommissioned Logistician	3	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)					
			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)
940E	Food Service Technician	1	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
			89074	89130	89509							
			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	All Source Intelligence Analyst (cont)	8	89166 All Source Intelligence Analyst 89521	89406	89431	89509 (x2)	89511 (x2)
1N071		8	21742 89521	22151 89701	76908	89149	89436 (x2)
1N111	Geospatial Intelligence	10	89436 (x3)	89441	89503 (x2)	89506 (x2)	89511 (x2)
1N111A		4	89149	89441	89503	93514	
1N131A		7	89501 89521	89502 89523	89503	89506	89509
1N151A		14	20121 89436 (x2) 89703	89123 89441 (x2)	89403 89508	89408 89512	89431 89523 (x2)
1N171A		24	63017 89436 (x5) 89510	78023 89441	86406 89502	89129 89506 (x4)	89434 (x2) 89508 89523
1N191	All Source Intelligence Analyst	3	89441	89521 (x2)			
1N490	Fusion Analyst	1	89503				
1P031	Aircraft 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

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

2A377	Tactical Aircraft Maintenance (cont)	1	89703				
2A378		11	89031	89031	89061	89081	89085
			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			



# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

2A672	Aerospace Ground Equipment	8	89406 (x2)	89441	89502	89523	89706 (x3)
2A674	Aircraft Fuel Systems	3	89502 (x2)	89508			
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 Instrument and Flight Control Systems	1	89436				
2A812C		2	89512	94065			
2A831C		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 Laboratory	1	89123				
2P071		1	89434				
2R000	Maintenance Management Analysis	1	89510				
2R031		1	89701				
2R051		1	89148				
2R071		1	89002				

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

2R111	Maintenance Management Analysis (cont)	1	89434				
2R131		2	89131	89502			
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 Equipment Maintenance	1	89523				
2T351		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			

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

31P1	Security Forces	2	89436	89521			
32E1G	Civil Engineer	2	89506	89521			
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	2	89147	95663			
3E251	Equipment	4	89436	89503	89521	96130	
3E271		3	89131	89434	89436		
3E331	Structural Engineering	1	89423				
3E371		5	89085	89406	89433	89436	89523

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

3E431	Water and Fuel Systems Maintenance	2	89408	89523			
3E471		2	89085	89406			
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	89506	89508	89521

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	Security Forces (cont)			(x2)	(x7)	(x4)	(x2)
			96130				
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), Flight Surgeon	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			

# INTERAGENCY COUNCIL ON VETERANS AFFAIRS

4H031	Cardiopulmonary Laboratory	2	89031	89084			
4H051		1	89031				
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				

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<i>B12U3Y</i>		1	89149				
<i>C11M3B</i>		2	30269	89511			
<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

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**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 in 2013.

**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.

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**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 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.

**Member -** Doug Williams serves as the Veterans Coordinator for the Division of Human Resource Management. Doug Williams previously served over 20 years in the United States Air Force beginning as an enlisted Airman in Civil Engineer Squadrons and culminated his military service as a First

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Sergeant at Nellis AFB, Las Vegas, Nevada. After his military retirement, he served as a veteran employment manager for the American Red Cross of Southern Nevada providing transition assistance services and resources for separating service members, veterans, and their families. As the Veterans Coordinator, he actively collaborates with veteran service organizations throughout Nevada and provides direct assistance to veterans seeking employment with the State of Nevada.