



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

**A Report by the
National Governors Association**

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

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The nation's governors are supporting the men and women of the U.S. military and their families, according to a recently updated survey by the National Governors Association (NGA). With more than 40 percent of the National Guard and Reserves engaged in overseas military operations, governors are going well beyond the federal requirements, offering expanded benefits such as health care, life insurance, unemployment benefits, and emergency financial assistance.

The NGA survey places these benefits into six categories:

- **Family Support.** According to the NGA survey, states and territories offer one or more of the following programs and benefits to families: hiring preferences for state jobs to spouses of military personnel; credit counseling to spouses and family members; family survivor benefit plans, similar to state veterans cemetery benefits; rosters of volunteers who will assist with family needs and organizing family support groups; free access to video teleconferencing centers for families of activated members; and unemployment benefits for spouses who transfer to states along with military family members. Most states offer information about family benefits and support programs on their Website.
- **Education Benefits.** Most states and territories offer some form of educational benefits to members of the Guard and their families as well as other military families, including: tuition assistance; refunds and reimbursement when activated; scholarships for spouses and children; and special recognition and support to families whose member died in the line of duty.
- **Licensing and Registration Benefits.** States and territories extend or waive deadlines for professional license and driver's license renewals, and exempt or extend deadlines for certain tax liabilities for members of the Guard who have been called to active duty. In addition, states allow spouses of armed service members to practice in professional areas until they are licensed by the state; some states accept out of state licenses; and many states defer continuing education requirements until members return from active duty.
- **Tax and Financial Benefits.** States and territories offer some form of tax relief or extension of filing deadlines for the National Guard and Reserve members on active duty. Several states exempt active duty armed service members' salaries from state income tax. In addition, some states provide a check-off box on the state income tax form for citizens to donate to a relief fund established for military families.
- **State Employees Benefits.** States and territories provide their state employees the difference between their regular pay and their National Guard pay when they are on active duty. More than half of the states and territories provide health care and life insurance benefits for members of the Guard and their families. A few states offer assistance with private insurance.
- **Protections, Recognition and Employment Support.** Many states and territories also provide other benefits such as: cost of living pay increases while activated; reemployment protection including seniority and pay upon returning from service; hiring preferences for state, municipal and county employment; sick leave and vacation time accrual during activation; protection from foreclosure during activation; expedited absentee ballot procedures during activation; and regulation of "payday lending" around military installations.

Acronym Glossary

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

ALABAMA		Members	Spouses	Children	
		National Guard	12,712	6,994	
Governor: Bob Riley	Reserves	8,454	4,044	7,618	
TAG: MG A.C. Blalock	Total	21,166	11,038	19,769	
Support to state employees	<ul style="list-style-type: none"> • Receive pay difference between military pay and state salary. • Reemployment rights • Military leave up to 21 days • Continued health coverage option • Reinstatement of annual leave 				
Educational benefits	<ul style="list-style-type: none"> • Operation Family Shield for Operation Nobel Eagle (ONE), Operation Enduring Freedom (OEF) and Operation Iraqi Freedom (OIF): refunds and waivers of tuition, scholarships for members, spouses and children extended indefinitely • AL NG Education Assistance Program (ANGEAP) tuition assistance for AL NG members. 				
Family support	<ul style="list-style-type: none"> • Operation Family Shield for ONE, OEF and OIF: group counseling services • Additional information about family program available at: Phone: (334) 271-7283; http://www.alguard.state.al.us/FRP/htm 				
Tax and financial benefits					
Licensing, registrations and fees	<ul style="list-style-type: none"> • One free NG license plate per year 				
Protections, recognition and employment support	<ul style="list-style-type: none"> • Operation Grateful Heart (OGH) 1-866-452-4944, http://www.governor.state.al.us/ogh/, provides assistance to veterans and their families • Employer Support for Guard and Reserve (ESGR) has full support of Governor and State Cabinet 				

ALASKA		Members	Spouses	Children	
		National Guard	3,773	2,266	
Governor: Sean Parnell	Reserves	1,015	570	807	
TAG: MG Craig E. Campbell	Total	4,788	2,836	5,051	
Support to state employees	<ul style="list-style-type: none"> • Reemployment rights • Military leave up to 15 days • Prohibition against discrimination • Continue health and life insurance benefits. • State employment hiring preference for veterans and NG/Reserve members • Military service may count toward vesting and retirement eligibility • Entitled to return to former employment position or a comparable position at the same pay, seniority and benefit level 				
Educational benefits	<ul style="list-style-type: none"> • Pay tuition for surviving dependents or spouse of an armed services member who dies in the line of duty • Up to 100 percent tuition assistance at the University of Alaska for NG • Eligible for tuition reimbursement at other in-state schools • High School Diplomas for World War II Veterans 				
Family support	<ul style="list-style-type: none"> • Alaska NG Family Assistance Center offers Military Life Skills Groups, consultations, counseling, financial, legal, and child care resources, Operation Military Kids, Transition Assistance Advisors. • The State of Alaska Grant Program established to provide emergency financial assistance to NG members and families 				
Tax and financial benefits	<ul style="list-style-type: none"> • Eligible for \$100 per month state retirement • Entitled to free transportation on the Alaska State Ferry System • Certain property tax exemptions for qualified disabled veterans • Veterans Land Discount program allows certain veterans a 25% discount on the purchase of state residential/recreational land • Under the Veterans Land Sale Preference, before unoccupied residential land is auctioned to the general public, veterans have the exclusive opportunity to purchase it at a restricted sale • Veterans Mortgage Program offers financing for qualified vets at lower interest rates • Veterans receive a one-percent lower interest rate on the first \$30,000 of a bank loan when purchasing a new home 				

Licensing, registrations and fees	<ul style="list-style-type: none"> • Eligible for NG and veterans license plates • Complimentary state hunting and fishing licenses for NG members and certain disabled veterans • Free State Park Camping Pass for disabled veterans • Disabled veterans are entitled to an Alaska Marine Highway pass, which gives a 50% discount off the regular passenger fare
Protections, recognition and employment support	<ul style="list-style-type: none"> • Governor's Veterans Advocacy Award • Birthday cards from the Governor are available to veterans aged 80 years and older • Military and Veterans Landmark Property Program formally recognizes memorials around the state built to honor the military and veterans • The Legacy Project honors all veterans by preserving letters written by soldiers on the front and letters written to them from home.

ARIZONA		Members	Spouses	Children	
	National Guard	8,149	4,336	8,185	
Governor: Jan Brewer	Reserves	6,769	3,410	5,854	
TAG: MG Hugo E. Salazar	Total	14,918	7,746	14,039	
Support to state employees	<ul style="list-style-type: none"> • Prohibition against discrimination • Retention and vacation seniority rights • No loss of time or efficiency rating • Receive pay difference between military pay and state salary if activated 				
Educational benefits	<ul style="list-style-type: none"> • Eligible for reimbursement of tuition and fees • Tuition waivers for Purple Heart recipients 				
Family support	<ul style="list-style-type: none"> • Arizona NG Family Assistance Fund established to provide emergency assistance • Arizona Military Relief Fund established to support the emergency needs of service members and their families • Information about family programs available at: http://www.az.ngb.army.mil/Family_Readiness/AZfamilyhome.htm • Contracted personnel to provide support to families of deployed members 				
Tax and financial benefits	<ul style="list-style-type: none"> • Governor's Homeland Heroes: businesses that offer financial assistance and discounted services to families of activated members • Earnings from National Guard duty exempt from state income tax 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • Vehicle license tax and registration fee exemption • Eligible for special NG license plates with proceeds accruing to AZNG MWR fund • Automatic limited extension of various professional and occupational licenses, certificates and registrations issued to members of the AZ National Guard when serving on federal active duty 				
Protections, recognition and employment support	<ul style="list-style-type: none"> • Immunity from non-felony arrest while activated • Immunity from civil penalties while on State Active Duty • Exempt from jury duty • No discrimination by public businesses 				

ARKANSAS		Members	Spouses	Children	
	National Guard	9,831	5,130	9,414	
Governor: Mike Beebe	Reserves	3,249	1,532	2,840	
TAG: MG William D. Wofford	Total	13,080	6,662	12,254	
Support to state employees	<ul style="list-style-type: none"> • Employment protection • 30 days of paid leave per calendar year • Cost of living pay increases while activated • Protected leave and retirement accrual and eligibility for recognition pay • Lump-sum payment of leave 				
Educational benefits	<ul style="list-style-type: none"> • Guard Tuition Incentive Program (GTIP): 12+ semester hours = \$1,000; 9 – 11 hours = \$750; 6 – 8 = \$500; < 6 hours = \$250 (Service member must have graduated Basic Training to be eligible) 				
Family support	<ul style="list-style-type: none"> • Military family life consultants available at 501-212-0202; Military OneSource consultants available at 501-212-4307 • 16 Family Assistance Center Locations available at 501-212-4131 • Information about family program available at: 				

	http://www.arguard.org/families.htm
Tax and financial benefits	<ul style="list-style-type: none"> • \$9,000 military compensation tax free
Licensing, registrations and fees	<ul style="list-style-type: none"> • Free license and registration to active (current) Guard members and veterans of OEF and OIF
Protections, recognition and employment support	<ul style="list-style-type: none"> • State Service members' Civil Relief Act (SCRA) passed to expand Federal SCRA to include Title 32 activation

CALIFORNIA		Members	Spouses	Children	
	National Guard	21,680	10,379	17,691	
Governor: Arnold Schwarzenegger	Reserves	37,744	16,605	25,767	
TAG: MG William H. Wade II	Total	59,424	26,984	43,458	
Support to state employees	<ul style="list-style-type: none"> • Differential pay between state and military pay for school employees up to 180 days • Differential pay for all state employees when called to federal or state duty for up to 365 days • Military leave up to 30 days • Paid leave during Independent Duty Training weekends • Veteran's preference in CA Civil Service Examinations • Employment and Unemployment Insurance Assistance for Veterans 				
Educational benefits	<ul style="list-style-type: none"> • Academic leave and other protections pertaining to attendance 				
Family support	<ul style="list-style-type: none"> • Support to families authorized through Non Appropriated Fund activities • Information about family program available at: http://www.calguard.ca.gov/readyfamilies/ 				
Tax and financial benefits	<ul style="list-style-type: none"> • Cal-Vet Home Loan for activated members and for those who have enlisted for 6 years (or commissioned) and 1 year of service 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • Restricted drivers licenses for NG soldiers entering 88M Military Occupational Specialty • Gold Star license plate fee waived for families of deceased service members 				
Protections, recognition and employment support	<ul style="list-style-type: none"> • Prohibition against discrimination in financing and auto loan rates for membership in the NG or Reserves 				

COLORADO		Members	Spouses	Children	
	National Guard	5,760	3,236	5,460	
Governor: Bill Ritter	Reserves	7,186	4,033	6,916	
TAG: MG H. Michael Edwards	Total	12,946	7,269	12,376	
Support to state employees	<ul style="list-style-type: none"> • 15 days military leave LWOP for longer service when activated • Reinstatement rights, pension rights • Free college for children of incapacitated or killed Guard members (in the line of duty) 				
Educational benefits	<ul style="list-style-type: none"> • Up to 100% Tuition Assistance at approved state schools • Member State Interstate Compact on Educational Opportunity for Military Children 				
Family support					
Tax and financial benefits	<ul style="list-style-type: none"> • Real Estate Tax deferment for deployed Guard members 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • National Guard Plates • Free plates for disabled (50%) veterans • Free purple heart plates • Free fishing and small game license for disabled (50%) veterans • Free access to state parks for disabled (50%) veterans 				
Protections, recognition and employment support	<ul style="list-style-type: none"> • Exempt from arrestor civil process while on duty (Guard) • Protection from discrimination in public places and in employment • State version of SCRA • State version of Uniformed Services Employment and Reemployment Rights Act (USERRA) 				

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

DELAWARE		Members	Spouses	Children	
	National Guard	2,060	1,043	1,821	
Governor: Jack Markell	Reserves	1,625	880	1,493	
TAG: MG Francis D. Vavala	Total	3,685	1,923	3,314	
Support to state employees	<ul style="list-style-type: none"> • Receive pay difference between military pay and state salary. • Allows for maximum of five years of military leave to count towards pension • Protection from reduction in pension • Allows employees who are activated for duty to continue to receive their state health insurance benefits for up to two years as long as they pay their co-payment • State workers injured during military deployment do not have to use sick leave to recover from injuries after returning to their state position • Hiring preference for veterans who served during wartime 				
Educational benefits	<ul style="list-style-type: none"> • Provides tuition and fees support for NG members attending college in Delaware • Educational benefits for the children of military members killed during deployment or who are POWs or MIA. 				
Family support	<ul style="list-style-type: none"> • Information about family program available at: http://www.delawarenationalguard.com/familyreadiness • Protects mobilized members from having their electric, gas, water, telephone, and cable or satellite television service disconnected • Member State Interstate Compact on Educational Opportunity for Military Children • Custody orders entered or modified as a result of a military deployment will be interim until the return of the service member or the termination of service. 				
Tax and financial benefits	<ul style="list-style-type: none"> • Establishes a check-off box on the state income tax form for donations to the National Guard and Reserve Emergency Assistance Fund. • Provides for reimbursement for the life insurance premiums paid by Guard members 				

	<p>who participate in the federal program (Servicemen’s Group Life Insurance) while mobilized.</p> <ul style="list-style-type: none"> • Provides Line-of-Duty \$150,000 death benefit to NG members mobilized under the state or federal authority • Each county offers property tax exemptions for elderly or disabled veterans • Paraplegic veterans are eligible for a pension from the state of \$3,000 per year.
Licensing, registrations and fees	<ul style="list-style-type: none"> • Prevent professional licenses held by deployed members of the military from expiring while deployed and provides 180 – 270 days to renew upon return. • Provides one year of no fee hunting licenses and entrance to state parks for members deployed to OIF and OEF. • Certain veterans are exempt from licensing requirements for hunting, trapping and fishing permits
Protections, recognition and employment support	<ul style="list-style-type: none"> • Prohibits disorderly conduct at funerals and memorial services by establishing certain distance for protestors. • Members of the DE NG or members of a reserve unit located within the state can be buried in a DE Veterans Cemetery regardless of their state of residency, if they have served at least 20 years in the DE NG or with a reserve unit located in DE • The Governor provides a “Certificate of Appreciation” to all veterans who have served honorably

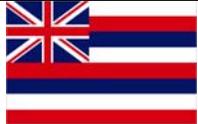
FLORIDA		Members	Spouses	Children	
		National Guard	12,965	6,163	
Governor: Charlie Crist	Reserves	24,237	11,863	20,269	
TAG: MG Douglas Burnett	Total	37,202	18,026	30,843	
Support to state employees	<ul style="list-style-type: none"> • Entitled to 30 days of pay upon deployment • Receive pay difference between military pay and state salary • Continued health insurance coverage during activation • Entitled to 17 days of paid leave annually to cover annual training • Veteran's preference for state employment 				
Educational benefits	<ul style="list-style-type: none"> • Priority placement in gifted, special needs and voucher programs for children of military • High school seniors of military families transferring to Florida are exempt from exit exams and substitute of SAT or ACT • Prepaid 4 year scholarship program for spouses and children of Florida military members who die in the line of duty or have been certified as having 100% permanent disability ratings • Education Dollars for Duty: 100% of tuition paid for in-state colleges and universities for National Guard members. • Free undergraduate tuition at state colleges and universities for Florida recipients of the Purple Heart and other combat related decorations superior in precedence to the Purple Heart. • Referral and placement assistance service to help eligible military personnel begin a new career as public school teachers; includes a \$5,000 stipend for certification and up to a \$10,000 bonus • Military and family members receive in-state tuition rates (residing in-state or contiguous county) • Member State Interstate Compact on Educational Opportunity for Military Children 				
Family support	<ul style="list-style-type: none"> • Florida Armed Forces Reserves Family Readiness Program Assistance Fund to provide emergency assistance to Service members and their families while on deployment and up to 120 days after returning home • Spouse of military members who hold professional licenses receive expedited processing for Florida certification • Spouses who leave jobs to accompany service members are eligible for unemployment compensation • The FL NG Emergency Relief Fund provides aid to FL NG families and federal/state employees in severe financial crisis. (non-deployed FL NG members only) 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • National Guard plates free of charge • Free plates for disabled (50%) veterans • Free purple heart plates • County building permit 				

	<ul style="list-style-type: none"> • Free fishing and small game license for disabled (50%) veterans • Military Gold Sportsman's License at a substantially reduced cost • Free access to state parks for disabled (50%) veterans • Spouses with nurse licenses from other states can transfer to Florida by endorsement • Licensing requirements streamlined, reducing time from as much as a year to 90 days • Spouses can work up to 90 days pending license approval • Military dentists receive expedited processing of FL certification • No fees for driver's licenses for 100% disabled veterans • Notary Public fees waived for any wartime veteran with a disability rating of 50% or more • Waive the county building permit fee for 100% disabled veterans who are FL residents for access and convenience improvements to dwelling
Protections, recognition and employment support	<ul style="list-style-type: none"> • Issuance of 100% service-connected disabled veteran ID card as proof of eligibility for benefits • Exempt from arrestor civil process while on duty (Guard) • Protection from discrimination in public places and in employment • Landlords prohibited from discriminating against military • State version of SCRA • State version of USERRA • One-Stop Career Centers: veterans receive priority workforce services to find employment and increase opportunities for veterans • Vets First: a clearinghouse website with all veterans benefits, links and contact data listed in one place – http://floridavets.org/first.asp • Cap on interest and fees on title loans • Regulation of payday lending • Extends SCRA to include early termination of auto leases, cell phone agreements, and other commonly leased/contracted items

GEORGIA		Members	Spouses	Children	
	National Guard	14,911	7,707	14,085	
Governor: Sonny Perdue	Reserves	15,561	8,006	15,404	
TAG: MG Terry Nesbitt	Total	30,472	15,731	29,489	
Support to state employees	<ul style="list-style-type: none"> • Allowed to receive differential pay between military and public employer salary. • Receives 18 days paid military leave when on active duty. • Receives additional 12 days paid military leave if Governor declares an emergency. • Allowed to buy back up to 5 years of creditable service with employees' retirement system. • May choose to continue health benefits, life insurance, etc., during deployment. 				
Educational benefits	<ul style="list-style-type: none"> • Priority for tuition assistance for NG members returning from deployment. • All NG members and families receive in-state tuition, regardless of actual residence. • Special educational loans available for tuition assistance. • Partner with colleges & universities to secure tuition reimbursement, etc., in the event of deployment. • Increased the number of "full-ride" scholarships available to selected recipients. 				
Family support	<ul style="list-style-type: none"> • Unemployment benefits insurance for accompanying spouses on reassignments. • The opportunity to contribute to the Georgia National Guard Family Support Foundation on state income tax returns • Provide \$2,000 scholarship to children for each period of 181 days in combat zone. • Children of NG or Reserve members killed or disabled receive \$2,000 scholarships for 4 years. • GA's National Guard Foundation provides emergency relief assistance during times of financial crisis to the members and families of NG and Reserve members 				
Tax and financial benefits	<ul style="list-style-type: none"> • Combat zone pay not subject to state taxes. • Members deployed overseas have an automatic 6 month extension to file state tax returns without penalties or interest. • Low-cost group insurance provided through the State Insurance Trust. • Allows service members deployed for more than 90 consecutive days a tax credit for the amount he or she expended for qualified life insurance premiums through the service • Retirees eligible for additional pension from State of Georgia 				

Licensing, registrations and fees	<ul style="list-style-type: none"> • Provides National Guard distinctive auto plates at no cost. • Provides a 6-month grace period for any service member whose driver's license expires while they are on active duty • Allows licensed pharmacists to practice for 6 months upon return if license expired • Provides a 6-month grace period for returning service members whose professional licenses expire while serving on active duty • Honorary hunting and fishing license for one year to any returning veteran • Provide for automatic license extensions and exemption from continuing education requirements for all license or registrations required by the state, except attorneys (NG & Reserve members serving on active duty for at least 90 consecutive days).
Protections, recognition and employment support	<ul style="list-style-type: none"> • Job fairs for unemployed service members. • On-line job database for Army NG members and their spouses at: www.virtualarmory.com • Increased employer support and community outreach activities through the ESGR Program. • Service members and their spouses are excused or deferred from jury duty • Allows service members to terminate a residential rental or lease agreement with 30 days notice to the landlord • Terminate cell phone service contract with 30 days notice to provider. • Removes age cap for volunteers participating in the State Defense Force.

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

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

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

ILLINOIS		Members	Spouses	Children	
		National Guard	13,577	5,219	
Governor: Pat Quinn	Reserves	12,206	4,781	8,755	
TAG: MG William L. Enyart	Total	25,783	10,000	17,913	
Support to state employees	<ul style="list-style-type: none"> • By Exec Order: full time employees are eligible to receive pay difference between military pay and state salary, plus continue to receive any health insurance and other benefits • Preference is given to veterans in Central Management Services entrance examinations 				
Educational benefits	<ul style="list-style-type: none"> • NG eligible to receive grant for tuition and certain fees; Illinois Veteran Grant Program pays tuition and certain fees at all Illinois state-supported schools for eligible veterans • Dependents of a veteran who have died, or are permanently disabled, as a result of military service, or have been declared to be a POW or MIA are entitled to tuition and certain fees 				
Family support	<ul style="list-style-type: none"> • The Illinois Military Family Relief Fund provides monetary grants to families of Illinois National Guard members and Illinois residents serving in the Armed Forces Reserve components who were called to active duty as a result of the September 11, 2001 terrorist attacks. • Families of military members who die while performing their official duties are eligible to receive a grant of \$259,038, Line-of-Duty Death Compensation. • Joint Family Support Assistance Program provides outreach to military families with children • State Youth Coordinator provides support to military youth and youth groups 				
Tax and financial benefits	<ul style="list-style-type: none"> • State does not tax military pay. • Eligible returning veterans are given a one-time \$5,000 reduction to their home's equalized assessed value (EAV). • Disabled veterans are given a reduction of \$2,500-\$5,000 to their property's EAV • Tax exemption assistance is provided for disabled veterans for the purpose of acquiring or remodeling suitable housing with special fixtures or facilities made necessary by the veteran's permanent and total service-connected disabilities • Tax exemption for mobile homes owned and used exclusively by a disabled veteran or spouse • Quality nursing and health care services are provided for eligible Illinois Veterans with military service during any period of war 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • Special license plates for armed forces members, including disabled veterans, Vietnam Veterans, Purple Heart awardees and Retired Armed Forces members. • Exemption of camping and admission fees for certain disabled vets and former POWs • Fishing and hunting licenses are not required for disabled veterans • Veterans and their families are admitted free to the State Fair on Veterans' Day at the fair 				
Protections, recognition and	<ul style="list-style-type: none"> • Department of Employment Security provides Veterans Representatives to help with 				

employment support	job placement assistance <ul style="list-style-type: none"> • IL employers can earn an income tax credit of up to \$600 annually for hiring veterans of ODS, OEF, or OIF. • Illinois Troops to Teachers Program can help eligible vets transition to K-12 public school teaching.
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INDIANA		Members	Spouses	Children	
	National Guard	14,656	6,422	12,663	
Governor: Mitch Daniels	Reserves	6,599	2,992	5,564	
TAG: MG R. Martin Umbarger	Total	21,255	9,414	18,227	
Support to state employees	<ul style="list-style-type: none"> • 15 calendar days of leave without loss of time or pay • Hiring preference for service-connected disabilities • 10 percent preference to veterans on exams for employment • Preference for veterans for state merit job • State employees called to active duty will receive the difference between their military pay and state salary • Legal defense available for line-of-duty acts 				
Educational benefits	<ul style="list-style-type: none"> • NG tuition supplement to state schools for tuition and mandatory fees (less amount received from other financial assistance) for up to 8 semesters. NG members may receive 100% tuition paid when attending state colleges or universities for the first Associates or Bachelors degree • Remission of tuition and other mandatory fees at any state supported education institution for children of disabled soldiers. • Provide for full in-state tuition for spouse and children of service members killed while serving on state or federal active duty • Free tuition at state supported colleges or universities for recipients of the Purple Heart • Active duty military personnel stationed in Indiana and their dependents are eligible for resident tuition rates at any state-supported college or university • Indiana Department of Veterans Affairs is authorized to reimburse expenses to Hoosier veterans who are Medal of Honor recipients who travel in Indiana to give speeches • World War I & II, Korea and Vietnam Veterans who served during specified dates may apply to the Indiana Department of Veterans' Affairs for issuance of a high school diploma. 				
Family support	<ul style="list-style-type: none"> • Statewide network of volunteers to coordinate family readiness services. • Youth Council established to develop strategic plan for addressing needs of children in military families. • Integration of youth service participants into work of statewide assistance volunteer network. • Partnership with 4H extension to provide leadership opportunities to children of military families. • Military Family Relief Fund provides grants up to \$5,000 annually for essential goods and services needed as a result of mobilization or deployment • Hoosier Veterans Seamless Transition Program is available to NG, Reserves, Active Duty and family members to bring various agencies together to help veterans with the processing of federal and state claims and applications 				
Tax and financial benefits	<ul style="list-style-type: none"> • Military personnel receive up to \$5,000 deduction on individual tax return. Veterans who are over 60 are eligible for the same exemption. • Military personnel have 60 day extension if outside state and 180 days if in combat zone or hospitalization due to service in a combat zone. • Property tax abatement for Purple Heart recipients who have suffered at least a 10% disability. • Property tax deductions for eligible veterans • Free burial at the veterans' cemetery if the soldier has been federalized. • Exemption from state income tax for entire duration of active duty orders, not just while in combat zone • State matching funds of up to \$450,000 annually for Indiana Military Families Relief Fund 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • For individuals serving abroad in the armed forces, driver's license remains valid for 				

	<p>90 days following the person's deactivation.</p> <ul style="list-style-type: none"> • Driver's license renewal for individuals living outside the state – including those serving in the armed forces and their families. • Eligibility for the Disabled Veteran license plate if the soldier has suffered a walking impairment as the result of duty. • Any resident of the state that was honorably separated from the active armed forces can purchase a Hoosier veteran license plate; Support Our Troops plates are available to all residents; POW license plates available for all ex-POWs or their surviving spouses; Purple Heart license plates available for Purple Heart recipients • Eligibility for Hoosier Golden Passport, sponsored by the State Office of Veteran Affairs. Provides unlimited admission to all state owned parks, recreation areas and museums. • Expedited process for the acquisition or renewal of a license or professional certification of a military spouse moving into the state with a service member • Reduced fee hunting and fishing license if rated by VA as having service-related disability • Any wartime veteran who has an honorable discharge shall be granted a Peddler, Vendor or Hawker License by all cities and counties free of charge
Protections, recognition and employment support	<ul style="list-style-type: none"> • Non government employers must be granted leave for state active duty pursuant to SSRA. • Seamless Transition Program to assist with completion of state and federal claims and applications after return from deployments • Exemption from jury duty • Limited arrest immunity to and from weekend drill

IOWA		Members	Spouses	Children	
	National Guard	9,084	3,829	7,194	
Governor: Chet Culver	Reserves	3,296	1,289	2,441	
TAG: BG Timothy E. Orr	Total	12,380	5,118	9,635	
Support to state employees	<ul style="list-style-type: none"> • Receive pay difference between military pay and state salary • Guaranteed reinstatement of health benefits 				
Educational benefits	<ul style="list-style-type: none"> • NG Education Assistance Program provides tuition assistance • Tuition refunds when activated • Children of Iowa veterans killed in action following September 11, 2001 are eligible for up to \$5,500 per year in tuition assistance up to \$27,500 over five years at an Iowa post-secondary institution 				
Family support	<ul style="list-style-type: none"> • Up to three free counseling sessions this fiscal year for members and family upon completion of activation. • Full time advisory staff assist Veterans on federal VA benefits and state benefits • Spouses and dependents can be buried alongside their honorably discharged veteran in the Iowa Veterans Cemetery for a \$300 fee • Iowa Veterans Home available for long-term care needs of honorably discharged veterans and their spouses • Additional information about family program available at: http://www.iowanationalguard.com/PAGES/family/Index.htm 				
Tax and financial benefits	<ul style="list-style-type: none"> • Military pay is exempt from state tax and delayed filing during activation • \$12,000 military death gratuity is state tax exempt • Automatic extension on late tax filing • State income tax exemption upon call to active duty. Up to \$10,000 in traumatic injury family assistance payments for personnel injured in combat zone that require evacuation • Matching grant for down payment and closing costs for current National Guard, Reserve and active duty armed services personnel who are buying a home in Iowa and have served on active duty in support of the war on terrorism • The assessed value of a qualifying veteran's home is reduced by \$1,850 for tax purposes • Veterans Trust Fund provides services to veterans and their families • Up to a \$500 bonus for service as an oceangoing merchant marine during the period December 7, 1941 through December 31, 1946 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • No penalties for expiration and automatic extensions of licenses 				

	<ul style="list-style-type: none"> • Automatic extensions on expired licenses • Lifetime hunting/fishing license for service members that were disabled or were a POW for \$5.50 • Honorably discharged veterans are eligible to purchase specialty veteran license plates
Protections, recognition and employment support	<ul style="list-style-type: none"> • Granted veteran status when activated for 90 days or more • Honorably discharged veterans can be buried at the Iowa Veterans Cemetery at no cost.

KANSAS		Members	Spouses	Children	
	National Guard	7,302	4,107	7,890	
Governor: Mark Parkinson	Reserves	4,520	2,293	4,097	
TAG: Maj Gen Tod M. Bunting	Total	11,822	6,400	11,987	
Support to state employees	<ul style="list-style-type: none"> • Pay differential for eligible employees activated for full-time duty, mobilized, and deployed for more than 30 consecutive days • A one-time payment of \$1,500 made to state employees upon activation for a period of more than 30 consecutive days • Veterans preference for state jobs – any veteran who is eligible for veteran's preference and who meets minimum requirements for a posted state position is offered an interview • Positions are protected as long as the employee is on active military duty and returns to employment within designated timelines • Retirement system can grant service credits to active military service at no cost to members if their military service interrupts their public service • Active KPERs members receive basic life insurance equal to 150 percent of their annual gross income • Employees retain state provided group term life insurance coverage at no cost while on active military leave; they may also remain in Optional Group Life Insurance, but must pay that premium • Employees may receive payouts for accrued leave prior to leaving for active duty • Employees may request and use appropriate accrued leave at any time while on active duty • Employees on active military duty may continue health insurance coverage for 30 days and the State will continue to pay its share of the premium; employees may continue coverage beyond 30 days, but must pay the total premium • No waiting period for health insurance upon returning from active duty • Employees on active duty during Benefits Open Enrollment may enroll in coverage upon their return without penalty • While on active duty any obligated bonuses or longevity bonuses will be paid when due • General pay increases that would have been received had the employee not been on active duty are granted upon returning to employment 				
Educational benefits	<ul style="list-style-type: none"> • Up to 100% of tuition fees paid for enlisted members, based on funding • The tuition to attend state universities, community colleges, or vocational technical colleges will be covered for dependents of Kansas residents who are killed in the line of duty, MIAs, or POWs while in the United States armed forces or the Kansas National Guard • Refund or credit for the tuition paid if activated during a semester • Participates in the Interstate Compact on Education Opportunities for Military Children • Residents can return to Kansas within 60 months of departing the state and qualify for in-state tuition • ROTC institutions award scholarships to Kansas soldiers who have returned from military service and are enrolled at community colleges 				
Family support	<ul style="list-style-type: none"> • KS Family Programs Office provides help for the military, to include re-deployment and reintegration training and coordination of Family Readiness Groups • Military spouses forced to leave employment due to their spouses' military orders are eligible for unemployment insurance • Information about family program available at: http://www.governor.ks.gov/LtGov/military.htm 				

Tax and financial benefits	<ul style="list-style-type: none"> • Kansas does not tax military retirees' pensions • Provide a \$250,000 state death benefit for any member of the Kansas NG who is killed in the line of duty • Provide income tax exemptions for members of the military for bonuses received for recruitment and student loan repayments • Defer property tax on principle residence up to two years while on active duty, for service members who have been (or will be) deployed outside of the United States • Ensures full compliance with federal law extending tax return filing dates and other required payments and reports for military personnel serving in a combat zone and their families • Emergency relief available to members of the Kansas NG and Reserves and their families that are Kansas residents • National Guard Foundation (Kansas) to assist NG members and families when pay or other authorized programs cannot cover costs • Tax credits for businesses employing Kansas NG and reserve members who are unemployed upon returning from deployment • Death benefit of \$250,000 for the beneficiaries of any member of the Kansas NG who is killed on active federal duty • Down payment assistance to qualified Kansas buyers for the purchase of their first home • KS Lottery launched two instant games which split 50% net profit to KS NG Education Assistance Act scholarships and 50% net profit to KS Soldiers' Home, KS Veterans' Home, and the state veterans cemetery system
Licensing, registrations and fees	<ul style="list-style-type: none"> • Free hunting and fishing licenses for NG members and certain disabled veterans • Professional license continues to be valid while an individual is in military service and for 6 months following their release. No renewal fees, applications or continuing education are required during this period. • Grace period for returning deployed military personnel with an expired registration not to exceed 7 days to properly register their vehicle in their home county • Free processing of requests for vital statistics records by all members of the Kansas NG who have received an alert notice of active duty or have already been placed on federal active duty for mobilization, and their dependents • Free admission to state parks for NG members • Vehicle registration tax exemption for mobilized and deployed military personnel • Distinctive military license plates
Protections, recognition and employment support	<ul style="list-style-type: none"> • Require protestors to stay at least 150 feet from any entrance to a cemetery, church or mortuary or other location where a funeral is held

KENTUCKY		Members	Spouses	Children		
Governor: Steven Beshear	National Guard	8,246	3,970	6,919		
TAG: MG Edward W. Tonini	Reserves	4,720	2,580	4,665		
Support to state employees	Total	12,966	6,550	11,584		
Educational benefits	<ul style="list-style-type: none"> • Eligible to purchase 1 month of retirement system credit for every 6 months served • Veterans preference for positions in state government • Paid military leave of 15 days annually, with carryover of unused leave for one calendar year • Boards of Education are permitted to: provide the employer's contribution for health insurance; allow military service to count toward continuing service contracts and retirement credit; and to pay teachers' contributions to retirement system for time of deployment. • Teachers and principals called to active federal duty will be granted leave of absence and upon return, state will pay member contribution to receive retirement service credit for active duty period. • Excused day for spouse deployments and returns • Tuition for NG members paid up to the in-state full-time tuition rate • No discrimination against NG called to active duty with respect to attendance and credit for academic work accomplished • Exemption from matriculation and tuition fee for family members when member is killed during service, is permanently disabled, or is a POW or MIA • Waiver of tuition fee for child of a disabled veteran 					

	<ul style="list-style-type: none"> • Member State Interstate Compact on Educational Opportunity for Military Children
Family support	<ul style="list-style-type: none"> • Military Family Assistance Trust Fund • K-12 students excused on day of deployment and return of parent; up to 10 excused absences to visit a military parent stationed out of the country and on leave • Child custody decree modifications temporary while deployed. • Military spouse unemployment benefits transferable to a different state if destination has similar statute
Tax and financial benefits	<ul style="list-style-type: none"> • Lump-sum payment of \$80,000 death benefit from the state for state active duty and for NG/Reserves on Title 10 military duty • Receive additional \$20 tax credit if member of the NG • Tax return extension when in a combat zone • Military retirements are partially exempt from state income tax • State NG pay equal to federal active duty pay • State income tax exemption of all income sources for members of the active and reserve component killed in line of duty, for the year during and the year prior. • Veterans' personal loan program, up to \$10,000 and 10 years. • Housing grants to reduce principle and interest payments on a mortgage or rental payable by NG or reserve members during federal active duty
Licensing, registrations and fees	<ul style="list-style-type: none"> • May renew driver's license by mail • Special NG vehicle and motorcycle licenses available for members, retirees, and surviving spouses • Training requirement waived for active and retired federal civilian and military peace officers concealed deadly weapon license. • Automatic extension of certifications while deployed • Assistance to spouses in obtaining professional and occupational licenses when moving into state due to reassignment • Waive continuing education requirements for licensed engineers while deployed • Veterans who have completed a total of ten years of active duty service are eligible for a five year statement of eligibility for teaching • 30 days to renew vehicle license if stored while deployed. • Eliminate annual proof to renew for veterans and retired military license plates. • Exempt from paying tolls going to or returning from duty • Free birth and death certificates if within 60 days of deployment
Protections, recognition and employment support	<ul style="list-style-type: none"> • Provide protection when activated under state law as under the SSCRA • Employers must grant military leave for NG active duty or training; re-employment rights • Cannot deprive NG member of employment, obstruct business or profession, or threaten job action to prevent enlistment • June 24th is Kentucky National Guard Day • Established National Guard and Reserve Employers' Council • TAG authorized to appoint attorney for criminal activities while on duty • TAG may purchase liability insurance to protect NG members during state duty • Provided same powers and immunities as peace officers during state duty • Immunity from non-felony arrests while on state duty • Criminalize disorderly conduct within 300 feet of a military funeral • Devote one instructional period to observe Veterans Day at public schools • NG and Reserve Medical Task Force • Kentucky SCRA • Compensation for state active duty – receive pay at the same rate as active duty armed forces • Stolen Valor Act: it is a Class A misdemeanor for anyone to falsely apply for a special military license plate or misrepresent current or former military status

LOUISIANA		Members	Spouses	Children	
	National Guard	10,561	4,259	8,185	
	Reserves	6,302	3,040	5,722	
	Total	16,863	7,299	13,907	
Governor: Bobby Jindal					
TAG: MG Bennett C. Landreneau					
Support to state employees	<ul style="list-style-type: none"> • Certified military policemen who serve at least 1 year receive supplemental pay at the same rate as other state police/sheriff deputies • Receive pay difference between military pay and state salary 				

	<ul style="list-style-type: none"> • 15 days paid military leave • Option to continue retirement contributions • Option to continue life insurance and group benefits coverage • Continue to receive annual merit increases • Employment preference for veterans
Educational benefits	<ul style="list-style-type: none"> • Protection from academic penalties while activated • 100% tuition exemption at any state institution of higher learning • Tuition exemption for dependents of veterans with a severe service-connected disability or veterans who died during active duty during a war time period
Family support	<ul style="list-style-type: none"> • Information available at: http://www.la.ngb.army.mil/fs/home.htm
Tax and financial benefits	<ul style="list-style-type: none"> • State income tax deferred during and for 6 months after mobilization • Service Officers in every parish are available to assist veterans and/or their dependents in filing for VA benefits • Military retirement exempt from state income tax • Property assessment frozen under a certain income level for 50% service-connected disabled veterans
Licensing, registrations and fees	<ul style="list-style-type: none"> • Recognition of military driver's license and extension of state license during activation • Exemption from payment of reinstatement, renewal or suspension fees for motor vehicles as a result of mobilization • Exemption from payment of reinstatement, renewal or suspension of professional or occupational licenses as a result of mobilization • Free hunting, fishing, and drivers' licenses for certain disabled veterans
Protections, recognition and employment support	<ul style="list-style-type: none"> • Public and private sector employers authorized to pay supplemental income to activated employees • Continue cases where a subpoenaed witness or party has been activated • Louisiana Military Service Relief Act supplements the rights provided by SCRA and USERRA • Two new "Veteran" eligibility categories for the Hudson Small Entrepreneurship Program will allow veteran-owned small businesses and service-connected disabled veteran-owned small businesses to participate in state service, construction, and procurement contracts

MAINE		Members	Spouses	Children	
	Governor: John Baldacci	National Guard	3,467	1,756	
TAG: MG John W. Libby	Reserves	1,286	722	1,371	
	Total	4,753	2,478	4,582	
Support to state employees	<ul style="list-style-type: none"> • 17 days per year of paid military leave, to include health insurance coverage • Authority to use annual leave to maintain benefits • Receive retirement program credit for activated service if return to position within 90 days of separation • Protection of seniority, pay and other benefits • Veterans' preference for any position on an open competitive basis in the classified service; their wives, husbands, widows, widowers, mothers and fathers are also eligible for this preference 				
Educational benefits	<ul style="list-style-type: none"> • Tuition and fees waived for qualified dependents of certain disabled or deceased veterans • Current members of the ME Army NG are eligible for up to \$4,500 for federal tuition assistance and up to \$1,500 for state tuition assistance • Current members of the ME Air NGA are eligible for state tuition assistance up to \$6,000. 				
Family support	<ul style="list-style-type: none"> • Information available at: http://www.me.ngb.army.mil/Family/ • Services include: a 24/7 hotline; regional Military Family Assistance Centers; Yellow Ribbon Deployment Cycle Support events; a director of Psychological Services; a Military Family Life Counselor; a Child and Youth Services Program Coordinator; a Military OneSource Liaison; a Transitions Benefits Advisor; a Family Readiness Group Advisor • In the process of forming the Maine Military and Community Support Network 				
Tax and financial benefits	<ul style="list-style-type: none"> • Property tax exemption for eligible wartime veterans • The Finance Authority of Maine administers a Veterans Small Business Loan 				

	Program
Licensing, registrations and fees	<ul style="list-style-type: none"> • Waive or defer all or any portion of continuing education requirements as a condition of license renewal when activated over 30 days • Special veterans' license plates • Certain disabled veterans are exempt from various motor vehicle related fees • Complimentary hunting, fishing, and trapping licenses for certain service-connected disabled war veterans • Veterans receive a free life-time day-use pass to State parks and Historical sites
Protections, recognition and employment support	<ul style="list-style-type: none"> • State recognizes Prisoners of War, Purple Heart recipients, and those that die in the line of duty with a state medal. Certificates of appreciation for wartime service are available for WWII, Korea, Vietnam, Cold War, Persian Gulf, and current conflicts.

MARYLAND		Members	Spouses	Children	
	National Guard	7,904	4,064	6,957	
Governor: Martin O'Malley	Reserves	8,738	4,452	7,572	
TAG: MG James A. Adkins	Total	16,642	8,516	14,529	
Support to state employees	<ul style="list-style-type: none"> • Receive pay difference between military pay and state salary • Veterans and spouses of disabled veterans are given additional points during hiring and for calculating seniority for layoffs • Veterans may receive retirement credit for eligible military service 				
Educational benefits	<ul style="list-style-type: none"> • Maryland NG members eligible for 50% tuition waiver at state colleges and universities and some private colleges • Hobson Trust Scholarship: nonprofit fund that provides tuition assistance to disabled veterans, former POWs and their children, and the children of service members killed in action, victims of 9/11/01, and public safety employees/volunteers 100% disabled in the line of duty • Hodson Trust Star Scholarship: nonprofit fund and four universities that provide undergraduate and graduate scholarships to eligible veterans of Afghanistan and Iraq • Veterans of Afghanistan and Iraq Conflicts Scholarship Program: provide financial assistance to service members who served in Afghanistan or Iraq and their family members • Edward T. Conroy Memorial Scholarship for eligible veterans and their family members who are attending an institution of higher learning within Maryland • MD National Guard soldiers or airmen will not pay out-of-state tuition at public institutions of higher learning, regardless of state residence • MD will reimburse soldiers and airmen up to 50% of tuition and related fees up to \$5,000 per fiscal year for undergraduate, masters, professional and vo-tech training at select schools 				
Family support	<ul style="list-style-type: none"> • Statewide network of volunteers to coordinate family readiness services. • Youth Council established to develop strategic plan for addressing needs of children in military families. • Integration of youth service participants into work of statewide assistance volunteer network. • Partnership with 4H extension to provide leadership opportunities to children of military families. • Family support organizations at both unit and headquarters levels • Maryland Veterans Behavior Health Advisory Board established to identify gaps in behavioral health services for veterans and their families • National Guard Reintegration: \$800,000 budget item to aid reintegration of members into society after serving in Iraq and Afghanistan • Partners in Care Program provided in concert with local religious organizations • Yellow Ribbon Reintegration program supporting service members and their families returning from deployment • Information about family program available at: http://www.inarnng.org/youthcamp.htm; http://mdngfamilysupport.com/ 				
Tax and financial benefits	<ul style="list-style-type: none"> • \$5,000 of military retirement income exempt from state income tax • \$15,000 of military pay exempt from state income tax when active duty overseas • Active duty service members exempt from 5% excise tax for one year on purchase of a vessel • Exemption from property tax for primary residence of 100% disabled veteran and 				

	<p>spouse, surviving spouse active duty military killed in the line of duty, and surviving spouse receiving dependency and indemnity compensation</p> <ul style="list-style-type: none"> • Active duty members establishing residency are eligible for tax credit on title tax paid in another state • Death benefit of up to \$125,000 to surviving spouse, children, dependent parents or estate of a MD resident killed in Afghanistan
Licensing, registrations and fees	<ul style="list-style-type: none"> • Maryland NG and Reserve members are entitled to state vehicle tags • 100% service-connected disabled veterans and former POWs may obtain free hunting and fishing licenses • Service members may hunt without cost if they are on leave • MD offers veterans a variety of military related license plates • 100% disabled veterans are eligible to receive a disabled license plate without charge
Protections, recognition and employment support	<ul style="list-style-type: none"> • Incorporates provisions of SSCRA and USERRA when activated under state law • ESGR staff and both Governor and Lt Governor have signed statements of support • State Department of Labor One Stop program for veteran employment assistance • MD Workforce Exchange allows veterans to search for current job openings, create resumes, file for unemployment insurance, and find occupational training • Disabled Veterans Outreach Program/Local Veteran Employment Representatives provide services to meet the employment needs of veterans

MASSACHUSETTS		Members	Spouses	Children	
	National Guard	8,413	3,385	5,591	
Governor: Deval Patrick	Reserves	6,370	2,675	4,440	
TAG: BG Joseph C. Carter	Total	14,783	6,060	10,031	
Support to state employees	<ul style="list-style-type: none"> • Increases the per diem compensation that Guard members receive while on state active duty from \$75 to \$100; • Provides that the state pay half the monthly life insurance premiums for Guard members. • Public pension is protected and military service is credited to it; also eligible for re-employment within 2 years. • Provide for pay difference between public service pay and military pay. • When on leave, state continues to pay its share of the health insurance premium. • Public employees of other states, who have served in the guard, allowed to credit military service to their pension. 				
Educational benefits	<ul style="list-style-type: none"> • Exempts Guard members from paying any fees while attending a Massachusetts public college or university. Already, they receive free tuition, but fees can account for as much as three quarters of the cost of a college education. The state, not the schools, will pay for the cost of the waivers. • 100% tuition and fee assistance in state schools (starting July 1, 2006). • Grants high school diplomas to veterans who left school upon being drafted or enlisting in World War II, Korea or Vietnam wars. 				
Family support	<ul style="list-style-type: none"> • Increases the death benefit paid to families of Guard members killed in the line of duty from \$5,000 to \$100,000; • \$2,000 benefit for Gold Star spouses and Gold Star parents' benefit from \$1,500 to \$2,000. • Official documents can be acknowledged by commissioned officers rather than notary. • Additional information about family program available at: http://www.mass.gov/guard/family_program/family_support_ma/assistance_centers.htm • Military Family Relief Fund (see http://www.mangfriends.org for more info) 				
Tax and financial benefits	<ul style="list-style-type: none"> • Guard members receive a minimum of \$100 per day while on state active duty • Can request extension to file taxes while serving for time served and an additional 6 months, if individual paid 80% of taxes due. • Defer real estate taxes at 8% while serving outside of state over 180 days (local option) • Provides \$1,000 bonus given to Massachusetts service members who served on active duty in Afghanistan and Iraq after 9/11/01; and \$500 bonus to those who served at least six months on active duty in other locations. • Daily pay of \$100. 				

	<ul style="list-style-type: none"> • Provides for reimbursement of 50% of the premium of monthly SGLI (or equivalent group) life insurance premiums for policies worth up to \$400,000. • Establishes a check-off on the state tax form to help members of the Guard and reserves (called to active duty after 9/11/01) and their families defray the costs of food, housing, utilities, medical services and other expenses • Death benefit of \$100,000 for Guard member who dies in the line of duty. • Free drug and alcohol shelters for homeless veterans. • One time loan up to \$10,000 at 3%. • Temporary financial assistance on case-by-case basis.
Licensing, registrations and fees	<ul style="list-style-type: none"> • Waive late or renewal fees for veterans or military personnel who are unable to meet license deadlines due to deployment. • Licenses, permits and certificates of registration that expire while holder is serving may be renewed within six months after termination of service to same extent as if application for renewal was made upon expiration. No fee shall be charged for period between expiration and renewal.
Protections, recognition and employment support	<ul style="list-style-type: none"> • Anti-discrimination clause saying that an individual cannot be discriminated against because of his or her connection to military activity • Military records now in electronic format and available online. • Annual proclamation for Massachusetts NG.

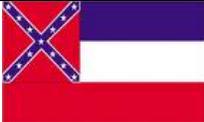
MICHIGAN		Members	Spouses	Children	
		National Guard	12,058	5,435	
Governor: Jennifer Granholm	Reserves	7,271	2,945	5,463	
TAG: MG Thomas G. Cutler	Total	19,329	8,380	15,924	
Support to state employees	<ul style="list-style-type: none"> • Entitled to unpaid military leave of absence up to 5 years. • Eligibility points when applying for state employment • Special provision to receive pay difference between military pay and state salary • Emergency activation (up to 30 days) with differential pay (general provision is without pay) • Protection for re-instatement; abolishment, reclassification, and combination of positions; salary step increases; and requirement for evaluation • Protection for employees on limited appointments • Supplemental state-subsidized group health plans. • Local governments are able to provide differential pay for their employees who enter into active uniformed service 				
Educational benefits	<ul style="list-style-type: none"> • State Education Reimbursement Program: Michigan NG members are reimbursed 50% of their tuition costs up to \$1,500 per academic year. Annual appropriations of \$1.5M for the program • Tuition Grant Program: 19 colleges and universities throughout Michigan are offering up to 45% off of their tuition per year to NG members who attend their institutions • The NG Association of Michigan (NGAM) has scholarships that can be applied for by eligible members. NGAM scholarships vary depending on the number of qualified applications received. Grants in combination with other tuition assistance and GI bill can allow NG member to attend college at virtually no cost • Member State Interstate Compact on Educational Opportunity for Military Children 				
Family support	<ul style="list-style-type: none"> • Information about family program available at: http://michguard.com/family/ • Military Family Relief Fund provides up to \$2,000 per year for families. • Utility shut-off protection for families of military members on active duty status • Prohibit court from changing child's placement while a parent is on active duty. 				
Tax and financial benefits	<ul style="list-style-type: none"> • A taxpayer may designate \$1 or more of his/her refund to the Military Family Relief Fund. Eighty percent will go to the Fund and 20 percent will go to special projects at the Michigan Soldier's Home. 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • Military members stationed outside the state are able to obtain hunting and fishing licenses for one dollar. 				
Protections, recognition and employment support	<ul style="list-style-type: none"> • Employment protection for persons called into military service. • Bans protests within 500 ft. of funerals; allows for penalties for disorderly conduct. 				

MINNESOTA		Members	Spouses	Children	
		National Guard	13,516	5,124	
Governor: Tim Pawlenty	Reserves	5,484	2,425	4,415	
TAG: MG Larry W. Shellito	Total	19,000	7,549	13,567	
Support to state employees	<ul style="list-style-type: none"> • 15 days of paid military leave per year • Receive pay difference between military pay and state salary • Family members are allowed non-paid leave from state employment for departure and homecoming ceremonies. • Family members are allowed non-paid leave from state employment when an immediate family member has been injured or killed while engaged on active service. • Special employment termination process requirements for veterans who are employees of local units of government or state government • Veteran preference consideration during state employee hiring process • A state employee who is a veteran with a service-related disability can apply for additional sick leave to receive treatment for the disability • A dependent of a state employee who has recently completed military service and was a full-time student immediately before entering military service can enroll in the State Employee Group Insurance Plan (SEGIP) even if the dependent is over age 19 and not a full-time student 				
Educational benefits	<ul style="list-style-type: none"> • Surviving family members receive 100 percent tuition if member killed in line of duty • NG or military reserves entitled to tuition refund if ordered to active duty prior to the termination of the school year. • 100 percent tuition assistance; eligible to participate in a tuition reimbursement program. • Tuition Reimbursement program eligibility extended on a limited basis for spouses of National Guard members. • Minnesota GI Bill provides up to \$10,000 in benefits to Minnesota veterans, military members, and the children and spouses of deceased or severely disabled veterans • Established veterans resource centers in state and private universities for quick access to comprehensive information about benefits and resources • \$1,000 scholarship for select high school students • Higher Education course equivalency guidelines ensure service members are treated in an equitable manner at different universities within the same system. • Yellow Ribbon Colleges program for educational institutions to develop a work plan and corporate policies promoting a military and veteran friendly environment. • On the Job Training and Apprenticeship Programs provide increased opportunities for Veterans to use their earned federal G.I. Bill's educational benefits for on-the-job and apprenticeship training • Military liaison assigned to the Minnesota State Colleges and Universities (MNSCU) to develop standard template for awarding college credits for military training • Department of Higher Education provides clarification and advice on the use of education benefits at all Beyond the Yellow Ribbon Training events. • One-time education benefit is offered as a grant to veterans who have exhausted their federal educational benefits. 				
Family support	<ul style="list-style-type: none"> • State established a Director of Reintegration (State Navigator) to integrate state, non-profit, and private efforts on behalf of military members and their families • Child care assistance for NG members while activated. • First Lady initiative: link military families with community organizations willing to help during deployments • Established morale, welfare and recreation funds at state installations • Established "Support Our Troops" license plate fund to support service members, their families and recent veterans who are experiencing hardship • Extended "Support Our Troops" funds to allow grants of up to \$1,000 per Family Readiness Group during each deployment of their unit • Veterans' hotline to provide resources and crisis intervention – 888-Linkvet toll-free assistance line is single stop for all veteran issues. The line has crisis referral and assistance at all times. • Provided \$1.5 million to support reintegration efforts at state level • Program to recognize employers of spouses of military members similar to ESGR recognition and event program. (ESGR+S) 				

- Spouses are provided legal protection from being fired because they are married to a member of the military
- Family members are provided at least six days of leave, of which two may be consecutive of non-paid leave in each calendar year, to attend welcome home/departure ceremonies, attend family reintegration academies, or post deployment reintegration training.
- Provided funds for communication and outreach to state Veterans Affairs office
- Service members killed or wounded in action (state or federal service) can be brevetted to next rank without delay. Provides for some select cases of brevet promotion to second lieutenant
- Funded soldier assistance program through Veterans Affairs – program provided an additional \$2.5 million in supplemental funding
- Additional veteran case managers to address veteran issues. Select case managers hired for women and Native American groups.
- CORE service provides mental health, family, and financial counseling to veterans and their families at no cost to the service member or their family. The services can be accessed through the LINK VET line or County Veteran Service Officers (CVSO).
- Availability of Gold Star license plates at no expense to qualified applicants for motor vehicles owned or co-owned by the spouse or parent of a person who has died while serving honorably in active military service.
- Recently Separated Veterans Program (RSVP) is available for returning veterans, including “Welcome Home” letter to the veteran containing relevant transitional information and directs them to their local County Veteran Service Officer for available services
- Gold Star retreat honors families of the fallen Minnesotans to ensure Minnesota does not forget those who have made the ultimate sacrifice.
- Veteran Claims office expanded and training coordinator hired for County Veteran Service Officer development.
- Expanded grants program to facilitate programmatic efforts and new initiatives within counties throughout the state.
- State Adjutant General can accept uncompensated voluntary services and compensate the volunteers and organizations for travel expenses at the same rate per mile as state employees
- Established a state volunteer service medal and a state civilian service medal to recognize those whose support of military and veterans was exceptional.
- Yellow Ribbon Communities and Counties campaign: organizations and agencies synchronize efforts and develop an action plan to support military members and military families throughout the deployment cycle.
- Family preparation academies are conducted prior to all deployments of reserve component units to provide tools for the service members, families, employers, and communities to understand the impact of deployment and to mitigate some of the challenges of deployment.
- Focused community training sessions are conducted for law enforcement, education, clergy, community leaders, and other interest groups within communities impacted by a large number of deploying service members.
- Partnership with the Upper Midwest Policing Institute to promote the awareness of the challenges faced by military families and the returning veteran.
- Partnership with Minnesota Certified Public Accountants to provide financial literacy training to service members and families both prior to and after deployment. Multiple youth camps and events provide coping skills for military youth.
- Community groups, as exemplified by “Serving our Troops” volunteer organization, provide steak dinners to deploying units and families to highlight the support of the community to the units and families impacted by deployment.
- The National Guard has incorporated all branches of service into the Beyond the Yellow Ribbon training programs.
- Use of social media, such as “constant contact” provides family members with needed information on benefits and opportunities for networking.
- Beyond the Yellow Training events for all wounded warriors throughout Minnesota recognizes the unique challenges of transitioning from warrior to citizen
- Provided awareness training and developed partnerships with faith based communities to create awareness regarding the needs of service members and their families throughout the deployment cycle.

	<ul style="list-style-type: none"> • Created video to promote the resources available to veterans and their families regarding mental wellness. • Created workshop curriculum for educators to ensure awareness of the challenges of military youth. • Information available at: http://www.dma.state.mn.us/FamilyPrograms/default.htm • http://www.minnesotanationalguard.org/families • http://www.minnesotaveteran.org/
Tax and financial benefits	<ul style="list-style-type: none"> • Re-enlistment bonus of \$1,000 • Provides \$1,000 bonus to newly commissioned officers and warrant officers • National Guard medics are eligible for \$1,000 biannual recertification bonus • NG income excluded from unemployment insurance requests • All military pay, except Active Guard and Reserve is exempt from state taxes, including active duty and all drill and special pay earned inside or outside of Minnesota. • Income after qualifying for military retirement below an Adjusted Gross Income (AGI) of \$30,000 receives a \$750 tax credit – essentially removing all tax consequences for that income. The benefit phases out at an AGI of \$37,500. • Special assessments levied against properties owned by mobilized reservists can be deferred until after the reservist returns from deployment. • Tax credit of \$120 per month for veterans having served in a designated hostile fire zone • Veteran-Owned Small Business Preference for procurement and construction contracts provides eligible businesses with a preference in the amount bid on state contracts for certain goods and services. • Veteran-Owned Small Business Preference for competitive bids dictates that veteran-owned business purchases may be exempt from competitive bid process
Licensing, registrations and fees	<ul style="list-style-type: none"> • Eligible to purchase distinctive license plates • “Support our Troops” license plate provides \$15 to Department of Military Affairs “Minnesota Military Family Foundation,” which provides relief to all military families in need in Minnesota. • Returning veterans may participate in a special military hunt at Camp Ripley. • Free small game and fishing license for 24 months following deployment • Free high school transcripts provided to service members • License and certifications are automatically extended 6 months beyond the completion of the deployment (includes firearms and law enforcement provisions) • Military members may self-certify their ballots for absentee voting. • Military voters may use alternate forms of identification for absentee voting and their military identification number is treated as protected information • Absentee ballots may be electronically delivered to deployed military members to facilitate their enfranchisement • Business reinstatement fees are waived for returning veterans • A veteran may request a designation of veteran on his or her Minnesota Driver’s License & ID Card. Veteran information is shared with Department of Veteran Affairs to better provide services and outreach to veterans. • Veterans wishing to take the statewide peace officer licensing exam are provided with alternative means of qualifying to do so which includes military experience and the possible combination of civilian education.
Protections, recognition and employment support	<ul style="list-style-type: none"> • State provides similar protection to the Federal SCRA and USERRA • Deployed military personnel are protected from utility shutoff • Military personnel are allowed to cancel cell phone contracts upon deployment orders or permanent change of station move • Free state sponsored health care up to 12 months within 24 months of a deployment if member meets eligibility requirements • Funded outreach and information related to depleted uranium exposure for returning veterans • Legal protection is provided for reservist owned businesses from lawsuits during the duration of military deployments • Reservist-owned or businesses with essential employees who are reservists are eligible for no interest loans of up to \$20,000 to prevent, remedy, or improve upon the economic injury of military deployments • Returning veterans qualify for displaced worker program for job training and placement assistance.

	<ul style="list-style-type: none"> • The state pool pays the Unemployment Insurance for displaced workers so businesses that employ members of the Guard and Reserve are not disadvantaged by hiring reservists. • A Minnesota State Veterans Cemetery provides dignified burial services to Veterans and their eligible dependents. • Bronze Star Markers are offered to mark the gravesite of any veteran buried in the state. • Veterans preference in hiring and dismissal laws extended to teachers • Substantial continued funding for the betterment and repair of Veterans Homes as well as funding for the Homeless Veterans Program • Tribal Veterans Service Officers (TVSO) division provides community outreach in an attempt to locate and serve as the veterans' advocate to a traditionally underserved population of veterans and their dependents • Women Veterans Program works with women veterans and focuses on creating equitable access to federal and state benefits and services • Post-deployment health assessment program in place to assess the health and wellness of National Guard • Provision allowing National Guard members to designate one or more powers of attorney to selected trustees on a temporary basis during their deployment to active military service. • Independent "Get the Job" workshops provide state of the art training on resume writing and interview skills during career transition from warrior to citizen. • Resume development and interview skills are incorporated into 30 and 60-day Beyond the Yellow Ribbon training events. FY10 will feature job fairs at the 90-day events. • Employer liaison hired to maintain positive relationship with employers of deployed service members and to create a network of support for service members among employers and corporations. • Employer Symposium and Governor's Employer Summit provides recognition for employers as their organizations must too sacrifice when an employee is called to active military service. • Establish Yellow Ribbon Companies program where corporations and companies develop a work plan and corporate policies promoting a military and veteran friendly environment beyond the legal requirements of the ESGR program.
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MISSISSIPPI		Members	Spouses	Children	
		National Guard	12,363	6,466	
Governor: Haley Barbour	Reserves	4,881	2,061	4,122	
TAG: MG William L. Freeman, Jr.	Total	17,244	8,527	16,383	
Support to state employees	<ul style="list-style-type: none"> • 15 working days of paid military leave 				
Educational benefits	<ul style="list-style-type: none"> • MS Education Assistance Program pays tuition up to \$250 per hour, maximum \$4,500 per year for eligible NG members to obtain associates and bachelor's degrees • In-state tuition rates for non-resident NG members 				
Family support	<ul style="list-style-type: none"> • Created the Mississippi Military Family Relief Fund to make grants available to families that have experienced financial difficulties due to a family member from the Guard and Reserves being called to active duty; a Mississippi resident may designate any portion of their tax refund for deposit into the relief fund. • Information available at: http://www.ngms.state.ms.us/statefamilysupport/ 				
Tax and financial benefits	<ul style="list-style-type: none"> • \$15,000 state income tax exemption for NG or Reserve pay (from federal or state duty) 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • Extension of professional license for NG or Reserve members until 90 days after returning from federal active duty 				
Protections, recognition and employment support					

MISSOURI		Members	Spouses	Children	
	National Guard	11,880	5,701	10,755	
Governor: Jay Nixon	Reserves	8,795	4,101	7,493	
TAG: BG Stephen L. Danner	Total	20,675	9,802	18,248	
Support to state employees					
Educational benefits	<ul style="list-style-type: none"> • Member State Interstate Compact on Educational Opportunity for Military Children 				
Family support	<ul style="list-style-type: none"> • Child support payments calculated on military pay while activated • Missouri VFW provides emergency support through “Hidden Heroes Project” • Youth programs, such as “Soldier for a Day,” Project “Capitol Christmas Tree,” “Operation Show-Me Graduation,” and “Youth Deer Hunt” 				
Tax and financial benefits	<ul style="list-style-type: none"> • Not required to maintain financial responsibility on motor vehicles 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • Exempt from license and examination fees while activated • Exempt from delinquent vehicle registration fee • May renew expired license, registration or certification within 60 days of return 				
Protections, recognition and employment support	<ul style="list-style-type: none"> • Grant extension until 180 days after return for filing reports, paying indebtedness, resolving a criminal summons for a traffic violation, and taking any required action to resolve obligations • Delay any disciplinary or administrative action until 60 days after return • Governor has asked employers to provide worker and family protection as well as compensation 				

MONTANA		Members	Spouses	Children	
	National Guard	3,772	1,789	3,289	
Governor: Brian D. Schweitzer	Reserves	1,104	485	921	
TAG: BG John E. Walsh	Total	4,876	2,274	4,210	
Support to state employees	<ul style="list-style-type: none"> • Reemployment and restoration of elected office upon completion of service • Hiring preference for state, municipal, county and city employment • 15 days of paid military leave granted annually 				
Educational benefits	<ul style="list-style-type: none"> • Academic leave of absence • Flexible and liberal tuition refund opportunities, course curriculum protection, and support to complete courses prior to activation • NG member college scholarships and stipends available • The Board of Regents (University System) may waive tuition fees for certain veterans and family members • State participation in the Yellow Ribbon Program (new GI Bill) 				
Family support	<ul style="list-style-type: none"> • Extended period of delegation of power of attorney for families of Guard, Reserve and active duty members to another non-family person while performing military service • Montana Military Family Relief Fund provides: monetary grants to families of NG and reserve members who have been activated for federal service in a contingency operation, and \$2,000 casualty grant to NG and reserve members who are wounded in combat • Expedite hearing procedures for child custody proceedings for parents who receive military service orders 				
Tax and financial benefits	<ul style="list-style-type: none"> • Suspension of property taxes up to 1 year after release from active duty • Suspension on collection of income tax debts for up to 6 months after release from active duty • First \$3,000 of retired pay exempt from income tax • Insurance premium reduction for eligible NG members • \$50,000 death benefit payable to survivor of NG member killed while performing state military service • Certain disabled or deceased veterans receive property tax waiver for residence and up to five acres of land 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • Vehicle license fee waived for NG/Reserve members activated outside of the state • Extension of drivers license up to 3 months after release from active duty • Suspension of licensing fees and continuing education fees for occupational/professional licenses during activation, with procedures for reinstatement upon demobilization • Extension of teaching license while mobilized up to 5 years • NG license plate with no additional fee 				

	<ul style="list-style-type: none"> • Free combination/conservation/sports and fishing license for eligible NG, Reserve and active duty service members
Protections, recognition and employment support	<ul style="list-style-type: none"> • NG members eligible for general relief from court actions and actions related to mortgages, leases, and rental payments similar to SCRA for non-federalized military service • Montana Military Service Employment Rights provides employment related rights and protections to NG members during military service that is not covered by USERRA • Montana Absent Uniformed Services and Overseas Elector Voting Act provides enhanced protection for absentee military voters • Partnership with Yellow Ribbon Integration Program • Two full-time ESGR program support specialists available for Reservists and employer assistance, recognition, and training • State mirrors USERRA and also includes specific State Active Duty protections • All local Job Services have a Veteran Representative for employment seekers

NEBRASKA		Members	Spouses	Children	
		National Guard	5,040	2,257	
Governor: Dave Heineman	Reserves	2,644	1,158	2,131	
TAG: BG Timothy J. Kadavy	Total	7,684	3,415	6,188	
Support to state employees	<ul style="list-style-type: none"> • 120 hours of paid military leave granted annually • Employees of the state or any political subdivision must be compensated for difference between their normal salary and any military pay earned while serving in a state active duty status • Veterans preference for state employment 				
Educational benefits	<ul style="list-style-type: none"> • Educational leave of absence with protection of credits, scholarships/grants, refund of tuition/fees provided for through a memorandum of understanding between the state and public and privately owned colleges and universities. • 75% reimbursement of tuition costs; limit of \$900,000 and 1,200 members per fiscal year; eligibility limited to first 10 years of Guard membership • TAG may extend tuition assistance eligibility period beyond 10 years for individuals unable to complete course of study due to deployment over 120 days; extension equivalent to deployment period up to a maximum of five years. • State colleges and community colleges may waive tuition for eligible children, spouses, widows, or widowers of veterans 				
Family support	<ul style="list-style-type: none"> • Conduct monthly emotional support group meetings in each community with a deployed unit. Open to families of all branches of service. Each meeting is attended by representatives from the Chaplain Corps and Senior Leadership. • Strong support throughout the states continues from individuals, churches, private organizations, businesses, etc. • State statute provides that "a party's absence, relocation, or failure to comply with custody, parenting time, visitation, or other access orders shall not, by itself be sufficient to justify a modification of an order if the reason for the absence, relocation or failure to comply is the party's activation to military service and deployment out of state" • Recently added a Yellow Ribbon Contract team to help prepare and put on Yellow Ribbon events from Pre-Alert to Post-Mobilization for all deployed Army National Guard soldiers and families. These events include pre-mobilization briefings, sustainment training for families, reunion training for families, and reintegration training for soldiers and families. • The State Family Support program is supported with a Joint Family Support Assistance Program. Their mission is to provide mobile, high quality family services to augment current family programs' ability to meet the needs of Active Duty, Guard, and Reserve family members. Team consists of: a) Military OneSource Consultant; b) Youth Program Specialist; c) Military Family Life Consultant – Family; d) Military Family Life Consultant – Child; e) Red Cross. • Additional info about family program available at: http://www.neguard.com/family/index.htm 				
Tax and financial benefits	<ul style="list-style-type: none"> • Exempt from state income tax while in combat zone, plus period of continuous hospitalization, plus next 180 days 				

	<ul style="list-style-type: none"> • Member killed in action is exempt from state income tax for year killed • Residents of other states are exempt from vehicle taxes while residing in state • NG members may be reimbursed for up to 102% of costs incurred for employer provided or personally held health insurance during any period of state activation over 31 days • VA Disability Dependency and Indemnity Compensation not subject to state taxes • Nebraska homestead exemption for eligible veterans
Licensing, registrations and fees	<ul style="list-style-type: none"> • Driver's license remains valid during activation; renewal is granted without test for 60 days following separation. • Military members who purchased hunting or fishing licenses and then are deployed for at least half of the license period receive 1 time discount on next license period upon return from deployment. • Specialty license plates available – Purple Heart, Ex-POW, Pearl Harbor Survivor, Disabled Veteran, Gold Star Family • Veterans may qualify for hunting and fishing license permits for a fee of \$5 • Hunting and fishing licenses are free for eligible disabled veterans
Protections, recognition and employment support	<ul style="list-style-type: none"> • State statutes mirror specific portions of Federal USERRA during state activation • Established law which sets a 300 foot limit for protestors during funeral services.

NEVADA		Members	Spouses	Children	
	National Guard	4,164	1,977	3,454	
Governor: Jim Gibbons	Reserves	2,371	1,195	1,938	
TAG: MG Cynthia N. Kirkland	Total	6,535	3,172	5,392	
Support to state employees	<ul style="list-style-type: none"> • 15 days paid military leave • Receive pay difference between military pay and state salary for periods over 15 days 				
Educational benefits	<ul style="list-style-type: none"> • 100% tuition waiver for fall and spring semester at state schools (including text books but excluding tech and lab fees) • 100% of summer semester costs subsidized through the Education Encouragement Fund 				
Family support	<ul style="list-style-type: none"> • Information about family program available at: http://www.nv.ngb.army.mil/index.cfm 				
Tax and financial benefits	<ul style="list-style-type: none"> • Financial aid program to assist NG members and their families who face financial hardships when called to Title 10 (Federal) active duty • NG members' SGLI premiums are reimbursed upon completion of Title 10 activation • NG members eligible for county personal property tax exemptions • Disabled veterans are exempt from property tax 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • NG members are exempt from fees for hunting and fishing licenses • Veterans eligible for special license plates 				
Protections, recognition and employment support	<ul style="list-style-type: none"> • Veterans' Guardianship Program: Veterans' Services to act as the financial guardian for incompetent veterans, their widows and children • Civil service job preference • Employer support and community outreach programs provided through the ESGR program • Information about veteran's benefits and services can be obtained at http://www.veterans.nv.gov 				

NEW HAMPSHIRE		Members	Spouses	Children	
	National Guard	2,959	1,400	2,525	
Governor: John Lynch	Reserves	1,502	635	1,097	
TAG: MG William N. Reddel, III	Active Duty	4,461	2,035	3,622	
Support to state employees	<ul style="list-style-type: none"> • Exec Order: special leave with partial pay for 18 months equal to the difference between military pay and state salary for NG and Reserve members • Maintain health and dental insurance coverage for eligible family members of NG and Reserve members • Continued retirement contributions for NG and Reserve Members • State Sponsored Group Life Insurance for NG and Reserve members • Qualified veterans are granted priority in obtaining training funded in whole or part 				

	<p>by the State of New Hampshire</p> <ul style="list-style-type: none"> • Preference shall be given to any person who served in any war in which the United States was engaged when bidding on state contracts or applying for state positions with certain councils, commissions, and departments
Educational benefits	<ul style="list-style-type: none"> • Maximum of \$4500 per fiscal year in tuition assistance at any school. After utilizing tuition assistance, soldiers may qualify for a waiver for the remainder of their tuition at select state schools • \$500+ scholarships available per student annually on a first come, first serve basis
Family support	<ul style="list-style-type: none"> • Yellow Ribbon Reintegration Program (YRRP) • Employer Support of the Guard and Reserve (ESGR) • Warrior Support Program/Transition Assistance Advisor • National Guard Family Program (NGFP) • Director of Psychological Health (DPH) • Support and counseling • Youth camp and youth programs • Marriage enrichment programs • Reunion and Reintegration - focused assistance to members 30 – 120 days after demobilization. • The spouse and dependent children of an activated member may receive assistance in the event of an economic emergency. • Aid to needy veterans grant program for health care and need-based subsistence aid • State veterans homes for long-term health care • The Deployment Cycle Support Office was created to oversee the Yellow Ribbon Program and work with family to offer expanded programs to service members and their families during pre- and post-mobilizations – provides opportunities for families, to include parents, to be involved in pre-deployment, during and post-mobilization information briefings and education on benefits and resources available. The events offer all of the mentioned information, youth activities, and daycare, while supplementing travel costs for attendance; expanding support programs and service member and family integration into the process • All NG/Reserve members and their families who are assigned to a unit out of NH or members who are residing in the state of NH that are deploying, are deployed, or are post-deployment are eligible to be assigned a Care Coordinator who provides crisis prevention and addresses other needs and concerns. • Information about family program available at: http://www.nharmyguard.com/family_services/index.htm
Tax and financial benefits	<ul style="list-style-type: none"> • Standard and optional veteran property tax credits • \$100 bonus to active service members who were residents of NH at the time of enlistment in the global war on terrorism
Licensing, registrations and fees	<ul style="list-style-type: none"> • Special veteran license plates are available for a one-time fee of \$25 • Veterans are eligible for fee exemptions for various state licenses, including: hunting, fishing, trapping, hawker, and peddler • Eligible NH veterans receive discounted or free admission to NH state parks.
Protections, recognition and employment support	<ul style="list-style-type: none"> • Veterans are eligible for interment in the State Veterans Cemetery in Boscawen, NH. • Impoverished veterans may be buried at the expense of the municipality in which the veteran died. • The NH Veterans Home provides long term care service to elderly and disabled veterans.

NEW JERSEY		Members	Spouses	Children	
	National Guard	8,425	3,413	5,575	
Governor: Jon Corzine	Reserves	6,989	3,206	5,301	
TAG: MG Glenn K. Rieth	Total	15,414	6,619	10,876	
Support to state employees	<ul style="list-style-type: none"> • 90 days paid military leave during state activation • Differential pay between state salary and military pay paid by the State (EO50) • Leave without a loss of time – service time for benefits and seniority calculations • Unlimited paid military leave for state active duty 				

	<ul style="list-style-type: none"> • Five additional vacation days upon return to state employment (EO50)
Educational benefits	<ul style="list-style-type: none"> • 100% tuition assistance for NG at state colleges and universities
Family support	<ul style="list-style-type: none"> • New Jersey Family Support Council, nonprofit entity, provides grants for NG families and to NG members owning small businesses in times of crisis • Integration with Veterans Administration to provide follow-up care for returning service members • Yellow Ribbon Program for returning soldiers • Information about family program available at: http://www.nj.gov/military/familysupport/home.html
Tax and financial benefits	<ul style="list-style-type: none"> • Tax exemption for housing and food allowances received by NG members on state active duty • Toll road exemption for NG members going to and from drills • No state tax on military retirement at age 62 and above
Licensing, registrations and fees	<ul style="list-style-type: none"> • Free fishing, firearm hunting, bow hunting and trapping licenses for NG members • Free admission to state parks and forests for NG members • NG members and their families have free access to beach facilities at Sea Girt National Guard Training Center • Extensions during deployment of certain professional licenses to protect self-employed and small business owners who are NG and Reserve members
Protections, recognition and employment support	<ul style="list-style-type: none"> • Employer support and community outreach activities through the ESGR program • USERRA coverage • Employee rights for “State Active Duty” or Governor “call ups” are protected under NJSA 38:23C-20a. • Eligible for workers compensation benefits for injuries while on state active duty • PTSD hotline in conjunction with UMDNJ for all service members, their families and veterans. This is the only hotline that also assists family members

NEW MEXICO		Members	Spouses	Children	
		National Guard	3,828	1,908	
Governor: Bill Richardson	Reserves	1,900	965	1,629	
TAG: BG Kenny C. Montoya	Total	5,728	2,873	5,517	
Support to state employees	<ul style="list-style-type: none"> • 30 days of paid military leave • Authority to use annual leave to maintain benefits • Reemployment protection if return to position within 90 days of separation • State contribution to insurance while on military leave • Reinstatement of insurance upon return if coverage lapses during activation • Veterans preference for state employment 				
Educational benefits	<ul style="list-style-type: none"> • In state tuition rates for veterans and all military families, including the Guard • Scholarships for eligible Vietnam veterans and children of deceased veterans 				
Family support	<ul style="list-style-type: none"> • Unemployment benefits for spouses who accompany military members • Department of Veteran Services has partnered with Presbyterian Medical Services to provide family support services to include medical and psychological care to any veteran from NM 				
Tax and financial benefits	<ul style="list-style-type: none"> • State provides \$250,000 worth of life insurance for every member of the National Guard. • Veterans qualify for \$4000 reduction in the taxable value of any property that the veteran or their qualifying widow(er) owns • Property taxes are waived for property owned by a 100% service-connected disabled veteran or their qualifying widow(er) 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • Distinctive veterans license plates for free for 100% service-connected disabled veterans, Medal of Honor recipients, Gold Star Families, Purple Heart recipients, and former POWs • Free or reduced hunting and fishing licenses for disabled veterans • Free entry into any state park or state museum and three free nights of camping for eligible disabled veterans 				
Protections, recognition and employment support	<ul style="list-style-type: none"> • Veteran business outreach center for veterans who own businesses or would like to establish a business • Heroes Hiring Heroes program links veterans with veteran-owned businesses • Veterans Day in Santa Fe during the legislative session – DVS honors a group of veterans and has them recognized by the state legislature 				

	<ul style="list-style-type: none"> • DVS, the Governor, and the State Legislature have provided over \$20 million to local communities for memorial walls, parks, and monuments • Legislation passed in 2009 to establish a State Military and Veteran History Museum
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NEW YORK		Members	Spouses	Children	
	National Guard	16,682	7,359	12,345	
Governor: David A. Paterson	Reserves	16,241	6,465	10,941	
TAG: MG Joseph J. Taluto	Total	32,923	13,824	23,286	
Support to state employees	<ul style="list-style-type: none"> • Supplemental military leave benefits to state employees who are ordered to active military duties • A public retirement system, at its discretion, is permitted to suspend the obligation to repay any loan while a member is absent on military duty • Extend eligibility for military leave with pay during the 90 day transition period following service member's/employee's return from mobilization 				
Educational benefits	<ul style="list-style-type: none"> • Military Enhanced Recognition, Incentive and Tribute (MERIT) Scholarship program provides financial aid to veterans, children, and spouses of members of the US Armed Forces who died or became severely or permanently disabled while engaged in hostilities or training • Regents Awards for Children of Veterans provide up to \$450 a year to students whose parent served in the US Armed Forces during specified times of national emergency and is deceased or disabled • Refund or credit for tuition during military leave of absence • Students are entitled to a leave of absence from higher education during periods of military service and for one year after completion of service • Members of the US Armed Forces, who are on full-time active duty and stationed in NYS, and their dependents are eligible for in-state tuition • Credit for military training towards civilian professional accreditation • Waive fees for the renewal of a temporary teaching certificate that lapsed while activated • Right of military children to continue to attend the public school attended prior to a military relocation. • Combat service scholarships equal to annual in-state tuition for State University of NY for eligible qualified applicants • Operation Recognition allows certain veterans to earn high school diplomas if they left school without graduating • Veteran tuition awards provide up to 98% of tuition cost of a SUNY undergraduate tuition to eligible veterans in an undergraduate or graduate degree-granting institution or vocational training in NYS 				
Family support	<ul style="list-style-type: none"> • Free access to video teleconferencing centers for families of activated members • Free internet access at public libraries for communication between families and activated members • Veteran's Health Care Information Program • Statewide Youth Coordinator and 11 Family Assistance Centers to assist all service member and their families with information, education and referral • 2 Family Readiness Assistants to coordinate and assist unit volunteers of Family Readiness Groups (FRGs) • Annual Volunteer, Family and Youth Symposium offering training and education • Annual Volunteer Recognition events to honor unit FRG volunteers • Additional information about family program available at: http://www.dmna.state.ny.us/family/famredi.php 				
Tax and financial benefits	<ul style="list-style-type: none"> • Life insurance not to lapse for non-payment of premiums for 2 years following activation • Professional liability insurance protection is suspended during activation plus 30 days • Prohibition against foreclosure of mortgage for nonpayment during activation plus 6 months • Protection against enforcement of storage liens on household goods • Prohibition of adverse credit reporting for members who previously obtained a stay of obligation under the SCRA • Terminate vehicle lease contracts when activated • Cap interest rates at 6 percent on debts incurred prior to activation 				

	<ul style="list-style-type: none"> • Suspend the obligation to repay any loan to a public retirement system while activated • Localities allowed to extend payment period of any real estate tax during imminent danger duty • Supplemental burial allowance of \$6,000 for members killed in action • Reimburse Service member Group Life Insurance premiums for eligible members • Annual payment of up to \$1,156.26 for legally blind wartime veterans or their surviving un-remarried spouse • Annuity payment of up to \$500 per Gold Star Parent of deceased veteran • Partial exemption on real property taxes to certain veterans or their family members • Fixed-rate mortgages for veterans with interest rates .5% below the interest rates charged on SONYMA mortgages with closing cost assistance • Military pay received in Title 10 status is exempt from state income taxation • Any state military pay received while serving on any emergency state active duty is exempted from state income taxation
Licensing, registrations and fees	<ul style="list-style-type: none"> • Waiver of professional continuing education requirements and extension of professional licenses until 12 months after activation • Extension of Emergency Medical Technician and other first responder certifications until 12 months after activation • Fees waived for renewal of temporary teaching certificate • Extension of driver's licenses and motor vehicle registration • Free hunting and fishing licenses • License and permits at a reduced cost to eligible disabled veterans • Free Empire Passports to New York State Parks for personnel called to federal or state active duty in response to an emergency after 9/11 • Disabled Veteran E-Z Pass allows free, unlimited travel on the NYS Thruway system • Certain disabled veterans are exempt from registration fees and vehicle plate fees
Protections, recognition and employment support	<ul style="list-style-type: none"> • Freedom from discrimination based on military service • Prohibition against solicitation or requiring waiver of a right provided under the State Soldiers' and Sailors' Civil Relief Act • Extension of State Civil Relief Act benefits to family members (stay of court proceedings, foreclosures, evictions; reduced interest rates on loans and suspending statute of limitations) • NY-USA Proud Employer of Distinction Award and Patriot Support and Discount Program to recognize employers and retailers who show extra support to members of the military

NORTH CAROLINA		Members	Spouses	Children	
	National Guard	11,625	5,867	9,856	
Governor: Bev Perdue	Reserves	12,343	5,848	10,236	
TAG: MG William E. Ingram, Jr.	Total	23,968	11,715	20,092	
Support to state employees	<ul style="list-style-type: none"> • Receive pay difference between military pay and state salary • Increased state funded NG pension benefit to \$95-\$190 per month. • Credit towards state employee retirement time for creditable service on active duty • Members of the Teachers and State Employees Retirement System will not be denied benefits due to an absence for military service and receive long term disability benefits • Preference in state government employment is granted to veterans, their surviving spouses or the spouses of disabled veterans • Employment Service Division of the Employment Security Commission assists in endeavoring to secure suitable employment for disabled veterans 				
Educational benefits	<ul style="list-style-type: none"> • Tuition and fee assistance for NG members • In-state tuition for any member of the armed services in the state • 4-year scholarship at certain schools for qualifying children of certain class categories of deceased, disabled, combat, or POW/MIA veterans • Authorize payment for text books. • Ability to use end-of-year tuition assistance funds to repay student loans • A child who is not a domiciliary of a local school administrative unit may attend, without payment of tuition, the public schools of that unit if the child resides with an adult who is a domiciliary of that unit because the child's parent or guardian has been called to active military duty or active duty of the National Guard. 				

Family support	<ul style="list-style-type: none"> • 3 Family Assistance Centers • \$1 million for DoD morale, welfare and recreation fund programming • 4 Regional Military Family Counselors to assist with issues relating to deployment and relocation • Mental Health Program manager to assist returning veterans and their families • Operation Reaching Out to Children (ROTC): 133 banks provide toll-free financial counseling • Project Community Action Readiness Effort (CARE) provides emergency vehicle and home repair, child care assistance, transportation and interpreter services for military families, plus support to local businesses and community • UNC-Chapel Hill established the National Citizen Support Program to connect and focus community resources to NG and Reserve and their families (see http://www.ribbonstoreality.org). • Living the new normal life (LINN): Pilot sponsored by Military Child Education Coalition to help military children be prepared for uncertainty, trauma and grief • NC Bar Association Standing Committee on Legal Assistance for Military Personnel assists military attorneys with access to NC law and advice to help them help their military clients • Operation Military Kids (OMK): Creates community-based recreational, social and educational programs for military youth whose parents are deployed (http://www.operationmilitarykids.org/public/statePOCHome.aspx?state=North%20Carolina) • More at Four Pre-K Program: A state-funded pre-K program that services children who are at risk and prepares them for success. • Operation Kids on Guard (KOG): Program to support the emotional and physical well being of children of NG families by creating an environment that is exclusively theirs (http://www.nc.ngb.army.mil/family/kidsonguard.asp) • Department of Public Instruction has a website supporting military children: http://www.ncpublicschools.org/militarysupport/ to help educators identify and assist students of deployed service members • State funding to establish permanent geographically dispersed Family Assistance Centers to support family members of all services • Soldiers and Airmen Assistance Fund provides emergency financial aid to NG members and families experiencing a financial crisis • North Carolina Care-link: comprehensive health and human services website • Guard and Reserve Institutes provide information needed to raise community awareness about the issues faced by children when a parent is deployed. The target audiences are school counselors and nurses, educators, and family support personnel of the NG and Reserves. • Additional support from the Governor's office available at: http://www.governor.state.nc.us/mil/waystosupportourmilitaryfamilies.asp • Additional information about family program available at: http://www.nc.ngb.army.mil/family/default.asp
Tax and financial benefits	<ul style="list-style-type: none"> • State tax exemption for pay when in combat zone • Military retirees may deduct up to \$4,000 each year of military retirement benefits included in federal taxable income • State and federal retirees, including military, who have five or more years of creditable service prior to August 1989 may exclude their entire retirement income from state income tax • Combat zone exemption: income tax is canceled for qualifying armed forces personnel for the year of death and any prior year ending on or after the first day served in combat • State tax exemption for military pay upon activation • Income tax credit for small business with deployed NG members, equal to 100% of the compensation paid to the replacement employee for a period not to exceed 3 months, plus 100% of first month of compensation paid to the returning NG member • Any assessment of income tax due prior to the time a person was inducted into the armed forces will be canceled and abated if the serviceperson was killed while a member or is receiving service-connected disability compensation. • Honorably discharged veterans who have a total and permanent service-connected disability or who receive benefits for specially adapted housing are exempt from property tax up to the first \$45,000 of the appraised value of their permanent

	residence
Licensing, registrations and fees	<ul style="list-style-type: none"> • Vehicle license plate extension when activated • Special “In God We Trust” license plate with yellow ribbon with proceeds going to Soldiers and Airmen Relief Fund, plus contribution option on state tax form • 16 specialized license plates available to veterans • Certain disabled veterans may obtain a lifetime hunting-fishing license for \$10 • Members of the Armed Forces and their families stationed in NC are deemed residents when purchasing licenses issued by the Wildlife Resources Commission • Free certified copies of official discharges and other public records
Protections, recognition and employment support	<ul style="list-style-type: none"> • Delay all court actions when deployed • Supplemented hand-held radios, body armor and laptop computers to deployed NG units • Military consumer protection specialist in the NC DoJ • Requires notice of sales in foreclosure proceedings that address early termination of rental agreement by military tenants • NCDVA has an established OJT/Apprenticeship Program

NORTH DAKOTA		Members	Spouses	Children	
	National Guard	3,988	1,754	3,168	
Governor: John Hoeven	Reserves	517	239	435	
TAG: MG David A. Sprynczynatyk	Total	4,505	1,993	3,603	
Support to state employees	<ul style="list-style-type: none"> • 20 days of military leave per calendar year. If the employee is mobilized they receive an additional 10 days • Entitled to leave of absence from civil service for a period of active service without loss of status or efficiency rating • Comprehensive benefit package 				
Educational benefits	<ul style="list-style-type: none"> • Tuition assistance up to 100% combining federal payments with state and school reimbursements. • Rights of Students called to federal service: provides a student with three choices upon receiving federal mobilization orders for fourteen days or longer: withdraw from any/all classes, even after any established deadlines, for a full refund of tuition and mandatory fees; request an incomplete under the school’s incomplete policy; work with each instructor and complete the courses early • Education Benefits Advisor- Education Support Center at www.virtualarmory.com • Veterans Centers at schools for education assistance • \$2 million State Tuition Assistance available for each biennium • Free tuition for qualified dependents 				
Family support	<ul style="list-style-type: none"> • Elementary schools identify deployed moms/dads • Reintegration for soldiers, airmen and family. The program is 30, 60, 90 day events which include stations for benefits, workshops and presentations. This is followed by a 1, 3, and 5 year reunion • Deployment/post deployment wellness calls to families/service members • Five Family Assistance Centers located across N.D. • Therapeutic Team – 2 fulltime chaplains, 4 part-time chaplains, 2 fulltime licensed social workers • Referrals and assistance for legal/financial/medical/mental health/childcare/reintegration/access to veteran services • Provide workshops and training: pre-deployment training, family reintegration training prior to redeployment, FRG leader - basic training, P.I.C.K. Single Soldiers training events, Strong Bonds – “Laugh Your Way to a Better Marriage” training, 3 annual “Marriage and Relationship Enrichment” workshops, state volunteer workshop, • 4H Military Youth Camp and State Teen Advisory Council • 199th Wing Family Program ensures that all air guard members’ needs are individually met • Family Executive Council • Casualty Notification Briefings • Suicide Prevention Team • Sexual Assault Response Team 				

	<ul style="list-style-type: none"> • Outreach Program designed to encompass all veterans, families and employers in the state • ND National Guard Foundation – Emergency Relief Fund – provides up to \$2,000 annual grant for Guard soldiers/families in financial crisis related to medical treatment, tragic loss, loss of work, etc. • Tragedy Assistance Program for Survivors (TAPS)-ND – Under the ND National Guard Foundation. Provides grants to families of service members killed in action or killed in association with mobilization for the Global War on Terror to attend the national grief and healing seminar in Washington, DC. TAPS-ND also supports families of soldiers that have committed suicide.
Tax and financial benefits	<ul style="list-style-type: none"> • Special state tax deduction when activated • Veterans' Adjusted Compensation - \$100 a month for NG and Reserves activated under Title 10 if receiving hazardous duty pay; \$50 if not receiving hazardous duty pay • Emergency Relief Fund for soldiers and airmen • Special projects and donation programs • \$5,000 death benefit for families of service members killed on active duty • \$2,500 benefit for service members who receive the Purple Heart • Veterans' bonus - \$100 per month for overseas deployment, \$50 per month for deployment within the United States, not to exceed \$1,800 • Enlistment and re-enlistment bonus • Property tax reduction for veterans with 50% or greater service-related disability • Veterans Affairs Hardship Assistance Grant provides financial assistance to veterans and their spouses, or eligible widows/widowers • Veterans Aid Fund makes loans to eligible veterans and their widows/widowers
Licensing, registrations and fees	<ul style="list-style-type: none"> • Special hunting deadlines and privileges • Special license plates to ND National Guard members and veterans
Protections, recognition and employment support	<ul style="list-style-type: none"> • ESGR representatives located throughout North Dakota • Veterans' transportation system provides free transportation to a veterans hospital • Veterans cemetery • ND Veterans Home

OHIO		Members	Spouses	Children	
	Governor: Ted Strickland	National Guard	17,206	6,961	
TAG: MG Gregory L. Wayt	Reserves	13,067	5,832	10,911	
	Total	30,273	12,793	14,979	
Support to state employees	<ul style="list-style-type: none"> • 22 days paid military leave (full salary). • Pay differential between military and state pay for duration of any title 10 federal mobilization. • Continue to receive seniority and longevity pay increases • Allowed to makeup payment to the deferred compensation plan and receive employer contribution. • State employees entitled to return to former employment position or a comparable position at the same pay, seniority and benefit level 				
Educational benefits	<ul style="list-style-type: none"> • 100 percent tuition assistance for NG members attending state schools or, if attending a private school, the average cost of all state schools will be paid toward the cost of the private school tuition. 				
Family support	<ul style="list-style-type: none"> • Six staffed Family Assistance Centers • Conduct Family Readiness Briefs for every member of a deployed member's family. • Morale calls forwarded to anywhere in the state without charge. • Other information about family program available at: http://www.ohionationalguard.com/family 				
Tax and financial benefits	<ul style="list-style-type: none"> • Combat zone pay not subject to state taxes. • Members deployed overseas have an automatic 6 month extension to file state tax returns without penalties or interest. • State Death Benefit: \$100,000 for members who die while serving on state active duty, Title 32 homeland defense/homeland security or Title 10. • State reimburses for SGLI premiums while on state active duty, Title 32 homeland defense/security and Title 10 duty 				

	<ul style="list-style-type: none"> • Military Injury Relief Fund: The fund was recently established by the state of Ohio to financially assist Ohio service-members who were injured as a result of active service in support of OIF and OEF.
Licensing, registrations and fees	<ul style="list-style-type: none"> • Special NG license available for members. • Permitted to renew expired license upon return without test
Protections, recognition and employment support	<ul style="list-style-type: none"> • On-line job database for Army NG members and their spouses. • Increase employer support and community outreach activities through the ESGR program. • USERRA coverage. • Public and private sector employers authorized to pay supplemental income to activated employees. • Eligible for workers compensation benefits for injuries while on state duty

OKLAHOMA		Members	Spouses	Children	
	National Guard	10,069	5,226	9,301	
Governor: Brad Henry	Reserves	5,581	3,042	5,521	
TAG: MG Myles L. Deering	Total	15,650	8,268	14,822	
Support to state employees	<ul style="list-style-type: none"> • 30 days paid military leave (full salary) for NG members and Reserve members, followed by pay differential between military and state pay for duration of active military deployment (retroactive to 09/11/01) • Continue to receive seniority and longevity pay increases • Allowed to continue to participate in the deferred compensation plan and receive employer contribution • Continue retirement contributions • USERRA applies to state employees 				
Educational benefits	<ul style="list-style-type: none"> • Tuition Fee Waiver Program to state supported colleges and universities for National Guard members • Member State Interstate Compact on Educational Opportunity for Military Children 				
Family support	<ul style="list-style-type: none"> • Information about the Oklahoma Family Support Program available at http://www.ok.ngb.army.mil/FamProg/ 				
Tax and financial benefits	<ul style="list-style-type: none"> • Oklahoma National Guard Relief Program: To provide financial relief for approved expenses to qualified NG members; funds generated via an income tax check-off revolving fund (not subject to fiscal year limitations) • TAG authorized to pay/reimburse for insurance premiums for NG members to provide coverage up to \$250,000 in service members Group Life Insurance or State Sponsored Life Insurance programs • State income tax deduction for first \$1,500 in pay for members of the armed forces • Incentive bonus for officer recruits into the armed forces 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • Members of the armed forces on active duty pay \$23 for two car tags 				
Protections, recognition and employment support	<ul style="list-style-type: none"> • Employer support and community outreach activities are handled through local ESGR programs 				

OREGON		Members	Spouses	Children	
	National Guard	7,808	3,828	6,859	
Governor: Ted Kulongoski	Reserves	2,548	1,126	1,937	
TAG: MG Raymond F. Rees	Total	10,356	4,954	8,796	
Support to state employees	<ul style="list-style-type: none"> • Receive continued health care benefits up to 24 months while activated • Employees can donate leave to NG members within their agency • Added \$2.6M to County Veterans Service Officers • Established a State Troops to Teachers program that provides scholarships to veterans who teach at least 3 years in a low-income area 				
Educational benefits	<ul style="list-style-type: none"> • Tuition assistance for NG members (100% for FY 2006) • Expanded Higher ED tuition assistance to children of NG members killed while on federal active duty. • Students at state universities receive credit or refunds if called to federal active duty. • Requires post secondary education institutions to award credit for education and 				

	<ul style="list-style-type: none"> training. Issue high school diploma upon request of veteran who has a GED, post secondary degree or achieved a score on the ASVAB that meets Military Dept. threshold.
Family support	<ul style="list-style-type: none"> Funded two positions for a National Guard Re-Integration Team.
Tax and financial benefits	<ul style="list-style-type: none"> \$170 uniform allowance to NG officers and warrant officers upon appointment Military receive \$3,000 tax exemption for first year entering and final year leaving active duty, and for duty spent outside the state Governor directed death benefits above \$3,000 not to be collected pending change in statute Established a military relief fund of \$500,000. Discharge of tax liability of taxpayer who died during military active duty services on or after 9/11/01 up to 12/06. Pay earned while on federal service is exempt from personal income tax if duty is performed in Oregon. Exempts up to \$60,000 valuation in property taxes while serving on federal active duty.
Licensing, registrations and fees	<ul style="list-style-type: none"> Reimburse NG and reserve for hunting and fishing license. Extend period of valid driver license for deployed NG and Reserve to 90 days
Protections, recognition and employment support	<ul style="list-style-type: none"> Eligible for workers compensation benefits for injuries while on state duty Changed definition of veteran for Oregon to 178 days of active federal service. For Guard members of neighboring states called to active duty, extends re-employment rights. Extended re-employment rights for state active duty

PENNSYLVANIA		Members	Spouses	Children	
	National Guard	19,715	8,950	15,404	
Governor: Edward Rendell	Reserves	14,829	5,958	10,574	
TAG: MG Jessica L. Wright	Total	34,544	14,908	25,978	
Support to state employees	<ul style="list-style-type: none"> Right to reemployment Employee may receive paid benefits while on military leave 15 days paid military leave per year Up to 15 days additional paid military leave for certain involuntary active duty away from home station (not for training) Pay and allowances are \$75 per day minimum Additional civil service preference of 10 points for veterans, widows, and wives of veterans with service-connected disabilities Retirement credit for active duty time for honorably discharged veterans Employee may receive paid benefits while on military leave 				
Educational benefits	<ul style="list-style-type: none"> Pay tuition, fees and room/board at state schools for surviving children of member who dies in the line of duty. Pay tuition and fees at state schools for surviving spouse of member who dies in the line of duty Up to 100% tuition assistance for NG members at all state schools Up to \$2,588 student loan forgiveness for those members of the armed forces who served since 9/11/2001 Full refund of tuition granted to students enrolled in state schools who are members of the NG or Reserves and are ordered to active duty Special grants to children of POWs or MIAs Scholarships for military children Educational leave of absence and reinstatement of status without loss of credits, tuition or scholarship as a result of mobilization Guidance counseling for service members, veterans and dependents on GI Bill and other state financial aid, degree planning, and career preparation (interviewing, resume, etc.) Access to libraries and computer labs for service members, veterans and dependents Post Secondary Education Gratuity Program provides waivers of tuition, fees, and room and board, for children of PA NG members killed on federal/state active duty PA NG scholarships available Operation Recognition authorizes school districts to grant a high school diploma to any honorably discharged veteran who served in WWII or the Korean War 				

	<ul style="list-style-type: none"> • Payment of up to \$500 per semester for qualified children of veterans
Family support	<ul style="list-style-type: none"> • Military Family Relief Assistance Program to assist with financial hardships • Veterans Emergency Assistance provides financial aid to veterans, widows, families with basic necessities • Scotland School – free residential school for children of veterans in grades 3 through 12 • Six extended care facilities for veterans and spouses • Thirteen family assistance centers offer 24/7 support to service members and families • Family enrichment weekends to assist in rebuilding the "family unit" • Marriage enrichment weekends to help couples rebuild after deployments • Fulltime chaplain support for counseling and related matters • Strong Bonds Program weekends to help couples rebuild and understand changes resulting from deployments. • Return to Honor Program for returning veterans to assist them with the impact of long deployments and combat experiences. • Military funeral honors to veterans of all branches
Tax and financial benefits	<ul style="list-style-type: none"> • NG pay for state active duty for emergencies exempt from state income tax • Federal military pay earned outside of the state exempt from state income tax • Retirement income is not taxable • Qualifying 100% disabled veterans exempt from real estate tax • Real property tax review extended from 2 to 5 years • State reimbursement of SGLI premiums for NG members deployed to combat zone • State sponsored blind veterans pension of \$150 per month • State sponsored paralyzed veterans pension of \$150 per month • Bargain rate loans for honorable discharge veterans from PA Housing Finance Agency • \$75 - \$525 per month for qualified veterans of Persian Gulf conflict and \$5,000 to POWs and beneficiaries of service members who died in the line of duty • Honorably discharged veterans can qualify for PA Housing Finance Agency bargain-rate loans • Health insure for PA NG members who are full time students, under parents' health insurance policies when deployed 30 days or more • Families entitled to a \$100,000 benefit if NG is killed in the LOD • Health Insurance Coverage for eligible NG/Reserve members returning from deployment who are full-time students • State Veteran Homes
Licensing, registrations and fees	<ul style="list-style-type: none"> • Reduced price on hunting and fishing licenses for service members returning from deployment or for former POWs • Extension of professional licenses and waiver of some educational requirements while service members are deployed • NG and veterans license plates and placards; no fee for disabled veterans • Free fishing/hunting/fur trapping/antlerless deer licenses for qualifying disabled veterans • Free certified copies of birth and death records to veterans and their family members
Protections, recognition and employment support	<ul style="list-style-type: none"> • Allows 30 days for release from active duty to return to employment • Right to reemployment prior to conclusion of military leave • Prohibit discrimination in employment and reemployment. • Employer must provide health insurance and other benefits for first 30 days of activation • Receive full civil liability protection while activated by state • Exempt from jury duty while serving on active duty • Exempt from arrest while going to, at, or returning from military duty (except for treason or felony) • Medical benefits and \$1,000 free group insurance for eligible NG members • Worker's compensation equivalent to state employees for eligible NG members • State provisions that parallel SCRA in areas of stays of evictions and legal proceedings, termination of leases, and rates of interest • Deployed service members may defer motor vehicle insurance coverage • Veterans employment representatives provide free job counseling, training referrals, and placement services (http://www.pacareerlink.state.pa.us)

	<ul style="list-style-type: none"> • Veterans Advisory Panel to improve services for returning combat veterans • Memorandum of Understanding between DMVA, Dept. of Ed., and Dept. of Labor & Employment to facilitate each agency offering services to veterans returning from deployment • A county grave marker is provided free of charge by the county • Discharge certificates, birth, death, marriage and divorce records are issues without cost to eligible veterans or members of the armed forces
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PUERTO RICO		Members	Spouses	Children	
	National Guard	8,115	4,802	9,101	
Governor: Luis Fortuño	Reserves	4,891	2,476	4,574	
TAG: BG Antonio J. Vicens	Total	13,006	7,278	13,675	
Support to state employees	<ul style="list-style-type: none"> • Receive pay difference between military pay and state salary • Eligible to receive Christmas bonus for 12 months prior to having been activated 				
Educational benefits	<ul style="list-style-type: none"> • Tuition assistance for graduate degree (max of \$1,350 per year) • Tuition assistance for under graduate/vocational degree (max of \$900 per year) • Tuition assistance for M.D. residency (max of \$1,000 for two years) 				
Family support	<ul style="list-style-type: none"> • Information about family program available at HQ Puerto Rico NG Office of Personnel, email: nydia.garcia@pr.ngb.army.mil • Counseling services available through the P. R. Department of the Family • Direct support from the Child Support Enforcement Agency 				
Tax and financial benefits	<ul style="list-style-type: none"> • Exempt from tax on service income while in a combat zone • 6 month extension for paying income tax debt without interest 				
Licensing, registrations and fees					
Protections, recognition and employment support	<ul style="list-style-type: none"> • Psychology seminars and workshops provided free by the University of P.R. and by a private university • Inter-service support network in cooperation with Vet Centers 				

RHODE ISLAND		Members	Spouses	Children	
	National Guard	2,796	1,256	2,104	
Governor: Donald Carcieri	Reserves	1,023	418	768	
TAG: MG Robert T. Bray	Total	3,819	1,674	2,872	
Support to state employees	<ul style="list-style-type: none"> • Receive pay differential between military and state salary • 15 days of paid leave per year for military training • Protection of employment and reemployment rights 				
Educational benefits	<ul style="list-style-type: none"> • Free tuition to state schools: up to 5 free courses at CCRI, URI, RIC, during fall/spring semesters • Free tuition for summer courses at state schools: up to 1 free course per summer session at each of the state schools • Pay tuition and fees at state schools for surviving children of members who were killed in action in support of Global War on Terror 				
Family support	<ul style="list-style-type: none"> • RI Military Family Relief Fund and RI Soldiers and Airmen Relief Fund to assist with financial hardships • RI Blue Print and Veterans Task Force designed to address the needs of veterans, returning service members and their families. • Builders Helping Heroes initiative designed to provide construction assistance to veterans with special housing needs as a result of injuries sustained since 9/11/2001 • RI Military Family Covenant and Army Family Covenant signatory • Family Assistance Center offers 24/7 support for service members and families • Morale calls forwarded to anywhere in the US without charge • Pre-deployment/reunion/readjustment briefings for service members and their families • Reunion/strong bonds weekend offered to all returning veterans and their spouses • Hospitality Committee provide assistance to incoming and outgoing units and Family Readiness Groups (FRGs) • MWR and Youth MWR program • Operation Purple Camp/Teen Camp with priority given to children of deployed members 				

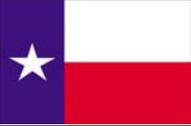
	<ul style="list-style-type: none"> Youth Council established to develop strategic plan for addressing needs of children in military families Statewide family member/volunteer/FRG training program
Tax and financial benefits	<ul style="list-style-type: none"> Six-month extension to file a state personal income tax return without accruing any penalties or interest; Suspension of collection efforts for personal income taxes as long as a Guard Member is mobilized, and an additional six months upon return Several municipalities offer tax exemptions to veterans Reimbursement of SGLI premiums for NG personnel mobilized in excess of 30 days
Licensing, registrations and fees	<ul style="list-style-type: none"> NG members have 30 days to renew expired driver's license upon return from duty Veteran and NG license plates
Protections, recognition and employment support	<ul style="list-style-type: none"> Employment and reemployment rights protection Members of the armed forces on active duty are exempt from jury duty State provisions that parallel SCRA in areas of stays of evictions, legal proceedings, terminations of leases and rates of interest Assistance for returning NG members to begin small businesses.

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

SOUTH DAKOTA		Members	Spouses	Children	
	National Guard	4,490	2,041	3,848	
Governor: M. Michael Rounds	Reserves	672	335	697	
TAG: MG Steven R. Doohen	Total	5,162	2,376	4,545	
Support to state employees	<ul style="list-style-type: none"> Receive pay difference between military pay and state salary Military leave up to 15 days 				
Educational benefits	<ul style="list-style-type: none"> 50 percent tuition reduction (undergraduate and graduate degrees) for NG members at state universities, to include nonresident members of the NG Free tuition at state universities for children of service members killed in the line of duty or dependents of SDNG members who are permanently disabled or killed in the line of duty Free tuition at state universities for veterans who have used all GI Bill benefits Free tuition for dependents of POWs and MIAs 				
Family support	<ul style="list-style-type: none"> Unemployment benefits for the spouse of certain military personnel if they leave their job to relocate to a new residence while accompanying their spouse to another military duty station Readjustment briefings for soldiers and their families returning from deployment. Information about family program available at: 				

	http://sdguard.ngb.army.mil/family_support.asp
Tax and financial benefits	<ul style="list-style-type: none"> • Provide bonus to veterans: \$500 for service in hostile areas since 1/1/1993 and \$240 for service in non hostile areas since 09/11/01 • Bonuses for soldiers (Active Duty, Reserve and NG) who participated in the war on terror • Bonus of up to \$500 to veterans who served on active duty on or after August 2, 1990 • Property tax exemption for paraplegic veterans and their widow or widower • Property tax exemptions for totally disabled veterans
Licensing, registrations and fees	<ul style="list-style-type: none"> • Reduced hunting and fishing license fees for disabled veterans • Veterans license renewal fee waiver • Special vehicle license plates • Special provisions for handicapped hunters • Free admission and reduced camping fees at state parks for certain veterans
Protections, recognition and employment support	<ul style="list-style-type: none"> • Free certified copies of certain veterans' records • Burial allowance for veterans or the spouse, widow or widower of a veteran when the estate or immediate family of the deceased cannot pay the expenses • Headstone/marker setting fee for veterans paid by state government

TENNESSEE		Members	Spouses	Children	
	National Guard	13,915	7,446	13,066	
Governor: Phil Bredesen	Reserves	6,737	3,249	5,685	
TAG: MG Gus L. Hargett, Jr.	Total	20,652	10,695	18,751	
Support to state employees	<ul style="list-style-type: none"> • Pay differential for NG members deployed in support of Enduring Freedom, Joint Endeavor, Noble Eagle or Iraqi Freedom, as well as special leave with partial pay (to extent possible, the difference between military pay and state pay but not to exceed \$1,000 per month) for no more than 6 months • Continue to accrue annual and sick leave, longevity pay, and retirement time • 20 days paid military leave • Veterans preference in state employment • Credit for military service in state employment • Reemployment rights of public employees 				
Educational benefits	<ul style="list-style-type: none"> • Tuition assistance for NG members to attend state education institutions • Tuition waiver for dependents of NG members killed during a qualifying period of armed conflict • Tuition freeze at state schools for NG members who are mobilized 				
Family support	<ul style="list-style-type: none"> • Family Assistance Fund to aid families of NG members who are killed in action 				
Tax and financial benefits	<ul style="list-style-type: none"> • Waive sales and use tax on vehicles for members who have deployed to a combat zone and AGR personnel • Waive professional privilege tax for NG members who are deployed for more than 180 days in a calendar year • Property tax relief for combat related 100% totally disabled veterans and/or their surviving spouses • Increase state monetary benefit for families of NG members killed in action from \$10,000 to \$100,000 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • One free license plate for enlisted members of the NG. Provide motorcycle license plates to NG members • NG members receive same state park benefits as state employees • Free license plates for 100% service connected disabled veterans, Ex-POWs and recipients of MOH, DSC,NC, or AFC • Free hunting and fishing licenses for veterans with 305 or more war service connected disabilities, after an initial one-time fee of \$10 • Parking privileges for free license plate holders • Motor vehicle privilege tax exemption for 100% disabled veterans • No-fee registration of discharges by county registrar at no fee 				
Protections, recognition and employment support	<ul style="list-style-type: none"> • Class E felony to refuse employment or terminate individual for being a member of the NG • 90 day suspension of foreclosure of home or repossession of vehicle for a deployed NG member • Criminalize disorderly conduct and protests within 500 feet of a military funeral • State Veterans Homes and State Veterans Cemeteries 				

TEXAS		Members	Spouses	Children	
	Governor: Rick Perry	National Guard	23,595	11,920	
TAG: MG Jose S. Mayorga	Reserves	34,068	17,361	31,497	
	Total	57,663	29,281	54,415	
Support to state employees	<ul style="list-style-type: none"> • No loss of pay or benefits for NG and Reserve members while on active duty • Right to reemployment • Entitled to receive differential pay between military and state salary • 15 days of paid military leave per year for training and placement into emergency leave status for entire period a Guard member is called into active duty to ensure continued state benefits 				
Educational benefits	<ul style="list-style-type: none"> • A tuition reimbursement program • 150 credit hours of free tuition and free or reduced fees at public colleges and universities for eligible veterans • Allows military dependents residing in state (regardless of how long in residence) to pay in-state tuition rates even if the military sponsor is stationed outside of state, or retires from the military • Exempts certain military personnel and veterans from the requirements of state Academic Skills Program; • Requires the Texas Education Agency to develop reciprocity agreements with other states to facilitate the dependents of military personnel into public schools 				
Family support	<ul style="list-style-type: none"> • Created a family support program that is manned 24/7 at the Guard Headquarters in Austin that acts in an ombudsman role for families of deployed troops. There is a full time staff at the armories of deployed troops plus a volunteer network around the state • The "2-1-1" Texas website and call center provides access to free information on 20,000 state and local health and human services programs, as well as veteran-specific services • Operation Child Care: coalition of child care providers, the National Association of Child Care Resource and Referral Agencies (NACCRRA) and local resource and referral agencies that provide free child care to NG and Reserve families during their rest and recuperation leave • Beyond the Yellow Ribbon Reintegration Program offers service members and their families readjustment programs and services 				
Tax and financial benefits	<ul style="list-style-type: none"> • NG aligned with federal pay and allowances • Deferral of property taxes for mobilized members of the Reserve components • Allows military members who are deployed out of state or out of country due to military service to continue to be able to claim the homestead tax exemption on their home for up to two years. • Extends the period a person activated during a war or national emergency may claim a winning lottery prize. • Texas Veterans Commission benefits: property tax exemptions for disabled veterans, no cost medical records, free recording of discharges, availability of TX State Veterans Homes and TX State Cemetery Program • Texas Veterans Land Board Program, which offers 3 types of loans to qualified vets: land loans, home loans and home improvement loans 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • Free vehicle registration to disabled veterans, Medal of Honor, Purple Heart, Pearl Harbor Survivors, former POWS, and other medal recipients. Issues free specialty license plates to active and retired Texas National Guard, U.S. Armed Forces Reserve, and veterans of wars • Over 25 low cost specialty license plates are available to military and veterans 				
Protections, recognition and employment support	<ul style="list-style-type: none"> • Private sector employees have a right to reemployment • Guard members on state active duty are under Texas Workers Compensation laws for injury, disability, and death benefits • Municipalities required to continue health, life, and dental insurance coverage benefits to police and fire fighter employees while on military duty. • Memorandum of Understanding between Texas Military Forces (TMF) and Department of Labor provides employment seminars to NG service members and their families • Partners Across Texas: coalition of state, TMF, nonprofit and community-based 				

	<p>organizations that support pre- and post-deployment activities, community events and special events hosted by the TMF</p> <ul style="list-style-type: none"> • Transition Assistance Advisors provided to assist returning service members with benefits, entitlements and eligibility, available resources and various other services
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UTAH		Members	Spouses	Children	
	National Guard	6,668	4,002	8,280	
Governor: Gary Herbert	Reserves	4,125	2,398	4,615	
TAG: MG Brian L. Tarbet	Total	10,793	6,400	12,895	
Support to state employees	<ul style="list-style-type: none"> • 15 days of paid military leave (full salary) • Salary, benefits, seniority and job protection when activated • Retirement service credit for period of activation 				
Educational benefits	<ul style="list-style-type: none"> • Tuition assistance for NG members (state budget of \$1M annually) • 2.5% of all scholarships issued by state run colleges will go to Utah NG members • Tuition waiver for Purple Heart recipients for undergraduate programs • Undergraduate tuition waiver to surviving dependents of Utah resident military members killed on federal and state active duty 				
Family support	<ul style="list-style-type: none"> • Information about family program at: http://www.ut.ngb.army.mil/family/index.htm 				
Tax and financial benefits	<ul style="list-style-type: none"> • During state activation, NG members receive medical, dental, disability and death benefits at the same rate as a fulltime state employee 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • 90 day extension for licenses and certification that expire during deployment and exempts continuing education or other training needed for renewal 				
Protections, recognition and employment support	<ul style="list-style-type: none"> • Utah Service Member Civil Relief Act provides employment related rights and protection to NG members during military service 				

Vermont		Members	Spouses	Children	
	National Guard	2,956	1,449	2,720	
Governor: Jim Douglas	Reserves	312	123	230	
TAG: MG Michael D. Dubie	Total	3,268	1,572	2,950	
Support to state employees	<ul style="list-style-type: none"> • 15 days of paid military leave per year • Receive pay difference between military pay and state salary • Continued health care coverage for member and family during state activation when military health care is not available • Retirement service credit for period of activation • Salary, benefits, seniority, and job protection when activated • Allow veterans and spouses access to jobs being recruited internally • Veterans receive preference points on civil service tests • Diligent effort to recruit and hire qualified veterans 				
Educational benefits	<ul style="list-style-type: none"> • Paid tuition for surviving family members of NG member who dies on active duty • Tuition assistance for members of the Vermont NG through the Guard's Education Office • The Vermont Student Assistance Corporation administers tuition assistance programs and scholarships for Guard, Reserve, and active duty veterans, as well as family members 				
Family support	<ul style="list-style-type: none"> • \$1,000 provided to families of wounded service members so that they can travel to visit the service member at a military treatment facility • \$3,000 provided to families of deceased service member so that they can travel to attend memorials and/or to handle the deceased's affairs • In addition to standard Guard family support, ten outreach specialists are located throughout the state to help veterans and families obtain appropriate benefits from federal, state, and private organizations serving veterans and/or the general population • "Military Family and Community Network" on line at http://www.vtmfcn.org 				
Tax and financial benefits	<ul style="list-style-type: none"> • Various emergency financial assistance funds for activated military members, including active and reserve, and veterans available through the Vermont NG Family Support Program and the Vermont Office of Veterans Affairs • \$50,000 death benefit to family when a Vermont NG member dies on state duty 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • Veterans who served in a combat theater in support of the Global War on Terror 				

	eligible for a special lottery for moose permits
Protections, recognition and employment support	<ul style="list-style-type: none"> • Veterans coming off federal active duty eligible to receive state medals thanking them for their service directly from the Governor in an annual ceremony at the State House

VIRGINIA		Members	Spouses	Children	
	National Guard	11,702	6,079	10,522	
	Reserves	20,795	10,339	17,944	
	Total	32,497	16,418	28,466	
Governor: Tim Kaine					
TAG: MG Robert B. Newman, Jr.					
Support to state employees	<ul style="list-style-type: none"> • Exec Order: eligible for supplemental pay equal to difference between military and state pay • Supplemental pay for teachers as determined by the local education agency • Provide credit for military service in retirement system • Allow full time employees to carry over annual leave accrual above maximum amounts • Provide an additional death benefit in the amount of \$20,000 for every employee of the state or of a political subdivision called to federal active duty • Veterans hiring preference. Requires the state and local government give additional consideration to veterans and particularly those veterans who have a service-connected disability rating fixed by the United States Veterans Administration • Veterans Outreach Council has a web site for veterans with links to other employment sites 				
Educational benefits	<ul style="list-style-type: none"> • Colleges/universities strongly encouraged to provide tuition credits or reimbursement to students forced to leave due to mobilization • Encourage state colleges and universities to use the American Council on Education (ACE) Guide to give Guard and Reserve personnel credit for their service during active duty • Developed a website www.pen.k12.va.us/VDOE/military/ to assist school superintendents, principals, teachers, guidance counselors, and parents/guardians of children who have one or both parents mobilized • Ensure that students whose parents deployed outside the United States will continue to be admitted to public schools without tuition. • Military Survivors and Dependents Education Program: spouse or child, between the ages of 16 and 29, of a military service member killed, missing in action, taken prisoner, or at least 90 percent disabled may be eligible for education benefits. These benefits may include full payment of tuition, fees, room and board, and books at any state-supported college or university in Virginia • NG Tuition Assistance: NG members are eligible for tuition grant to cover costs not covered by other programs. Includes children of NG and Reserves killed or 100% disabled as a result of service in military operations • In-state tuition provided at any state-supported college or university for active duty military, their dependents, and Virginia-domiciled veterans 				
Family support	<ul style="list-style-type: none"> • Children whose parents are divorced and whose custodial parent has been called to active duty would be allowed to attend school where the non-custodial parent lives • Information about family program available at: http://www.vko.va.ngb.army.mil/VirginiaGuard/ and select family assistance from options on the left of the website; • Developing a plan to provide local health department information on counseling for military personnel and their families needed before, during, and after mobilization. • Virginia Military Family Relief Fund provides financial assistance to members of the VA NG and Reserve members residing in VA who have been called to active duty for periods in excess of 90 days, and their families, for living expenses • Military Parents Equal Protection Act created pertaining to custody and visitation orders based on deployed status of active duty personnel 				
Tax and financial benefits	<ul style="list-style-type: none"> • Allows death gratuity payments to be subtracted from state income tax when death occurs in line of duty • Virginia Society of Certified Public Accountants (VaCPAs) developed a program to provide FREE TAX Assistance http://www.VATaxHelp.com for Virginia-based armed services members who have or are serving in a combat zone. That assistance also includes spouses of military personnel in a combat zone • State Referral Bonus: \$500 referral bonus is paid to each Virginia National Guard 				

	<p>member who provides a referral that actually enlists in the Virginia Army National Guard.</p> <ul style="list-style-type: none"> • “Support Our Troops” license plate. Support Our Troops, Inc. is a national non-profit organization which raises funds to provide financial assistance to soldiers’ survivors and families to meet medical or household expenses. • Credit freeze for resident service members and spouses available
Licensing, registrations and fees	<ul style="list-style-type: none"> • Extension of drivers license, state and local vehicle registration, property tax, and other state and local tax deadlines until 90 days after return from military deployment • Various types of special license plates are available, in some cases with reduced or no fees, to military personnel, veterans and their families, and families of persons who have given their lives in military services • Expedited professional licensure process for military spouses and dependents moving into Virginia • Expedited licensure or certification of certain nurses who are licensed or certified in another state, and are relocating to the Commonwealth pursuant to a spouse’s official military orders. • Vehicle safety inspections are extended to 72 hours on return of armed forces members to Virginia, under certain circumstances, and owners are allowed travel to an inspection station without penalty • Board of Education is permitted to extend a three-year provisional license an additional year that a teacher is activated or deployed for military service • Voters covered by the Uniformed and Overseas Absentee Voting Act who are stationed overseas can receive absentee ballots by electronic transmission; however, ballot still must be returned by mail • Organized groups of patients residing in or receiving outpatient treatment from a veterans or military hospital in Virginia may fish in public waters without having to obtain licenses
Protections, recognition and employment support	<ul style="list-style-type: none"> • Virginia Citizen Soldier Support Council http://www.publicsafety.virginia.gov provides assistance to Guard and Reserve members and their families. • The Virginia Supreme Court has allowed out-of-state and foreign attorneys to provide legal services for military personnel under certain circumstances. • The Virginia State Bar has documented the Legal Assistance for Military Personnel (LAMP) for use by Guard and Reserve personnel. • In situations where returning personnel find their former employer no longer in business, the Citizen-soldier Council will provide information on the Virginia Employment Commission (VEC), which assists returnees in finding employment. • Issued a Declaration of Support that emphasized the importance of employers supporting Guard and Reserve personnel being mobilized for active duty • Extend protections of the SCRA to members activated under state law • Protection provided when lien holders inquire into vehicle ownership of active duty military personnel to satisfy a lien and requires lien holders comply with the federal SCRA • Eligibility requirements for participation in the Service-Disabled Veteran-Owned Small Business Program same as federal requirements • Program established under the Department of Veterans Services to monitor, and coordinate mental health and rehabilitative services support for Virginia veterans, members of the Virginia National Guard, and Virginia residents of the armed forces reserves not on active federal service to address traumatic brain injuries, combat stress, and post-traumatic stress disorders • Prohibits a licensed payday lender from entering into a payday loan with a member of the armed forces from a location that has been declared off-limits by a military base commander and other restrictions that protect military personnel and their families. Other payday lending restrictions provide additional protection against predatory practices. • Prohibits a landlord from charging any liquidated damages for early termination of a rental agreement if the tenant is a member of the armed forces of the United States or the National Guard.

VIRGIN ISLANDS		Members	Spouses	Children	
		National Guard	809	244	
Governor: John deJongh, Jr.	Reserves	24	7	18	
TAG: BG Renaldo Rivera	Total	833	251	760	
Support to state employees	<ul style="list-style-type: none"> • 30 days paid military leave • Veterans Employment Preference on Civil Service Examinations • Employment Assistance/administrative leave for NG/Reserve members 				
Educational benefits	<ul style="list-style-type: none"> • 4-year scholarship at UVI for children under 25 of NG members who are injured or die while on state active duty, active duty for special work or active duty for training • NG members are allowed up to 32 free credits at the UVI • eDISCOVER, the development of a personalized college degree plan; education assessment of previous military experience; and the "Student Guide to Success" help prepare for college exams • Free tuition at local public educational institutions and UVI for eligible veterans • Army National Guard tuition assistance of up to \$4,000 per fiscal year 				
Family support	<ul style="list-style-type: none"> • Statewide network of volunteers to coordinate family readiness services – network includes both unit and headquarters level • Family Assistance Center provides monthly workshops and support for families of deployed service members • Month of the Military Family activities in November • Conduct pre-mobilization briefings and Strong Bonds seminar annually • 4H Extension Service partnership for military children and state youth coordinator provides workshops and monthly activities • Operation Welcome Home – 3 day reintegration training • TAG spouse initiative – link families with community organizations willing to help during deployments • List of important numbers to know and information about VI NG Family Program available at http://www.vi.ng.ngb.army.mil 				
Tax and financial benefits	<ul style="list-style-type: none"> • Group life insurance: Entitled to the same rights and benefits as territorial government employees while on state active duty • Workers compensation: Eligible for the same benefits as territorial government employees while on state active duty • \$100 per month retirement pension for 20 years of service (15 years in VI NG) at age 55 • Reenlistment bonuses - \$15,000 for a 6 year reenlistment and \$7,500 for a 3 year reenlistment • Enlistment bonuses – non-prior service members receive up to \$10,000 for a six year enlistment • NG members on Territorial Active Duty receive \$58-\$300 per day • Veteran Homestead Tax exemption of up to \$650 for veterans and Guard members with veteran's status • Reimbursement of up to \$3,500 for burial expenses for eligible veterans • Veterans Home/Land Loan of up to \$110,000 at an interest rate of 4% • Free emergency ambulance service for veterans • Off-island travel assistance for non-service connected veterans with VA medical appointment 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • Free license plates for all veterans residing in the Virgin Islands 				
Protections, recognition and employment support	<ul style="list-style-type: none"> • No civil or criminal liability while on military duty • No discrimination because of military duty • Power of Attorney during Territorial Active Duty • Veterans Employment Assistance • Free burial plot in local cemeteries for veterans • Veterans have an opportunity to acquire taxi medallions • Free discharge records for veterans 				

WASHINGTON		Members	Spouses	Children	
		National Guard	9,239	5,188	
Governor: Christine Gregoire	Reserves	10,591	6,009	9,744	
TAG: MG Timothy J. Lowenberg	Total	19,830	11,197	18,808	
Support to state employees	<ul style="list-style-type: none"> • Veterans preference points on employment exams for at least 180 days of federal service • Allowed to share leave with activated employees to continue health and life insurance benefits • Veterans returning to employment will receive 5 percentage points to the score of every promotional exam until the veteran's first promotion • Pay date for state active duty will be no more than 7 days following completion of duty or end of pay period, whichever comes first • Survivors of members that leave state service and die while honorably serving in the NG or military Reserves during a period of war are entitled to the same survivor benefits as if the member died while in the line of duty of their retirement-system covered employment 				
Educational benefits	<ul style="list-style-type: none"> • Provide tuition waivers and conditional scholarship programs to reimburse certain education fees to members of the NG • State and regional universities, Evergreen State College and community colleges may waive all or a portion of tuition and fees for eligible veteran or NG member • Retention of class standing and grade credit • Waive tuition and fees for children and spouses of NG members who are deceased, 100% disabled, missing in action or prisoner of war • Provide diplomas to veterans of WWII, Korea and Vietnam who enlisted in the military instead of completing high school • Task force to review approval of the Interstate Compact on Education Opportunities for Military Children 				
Family support	<ul style="list-style-type: none"> • Changes in custody as a result of the custodial parent's military duties shall be temporary • Information about family program available at: http://familysupport.washingtonguard.com/ 				
Tax and financial benefits	<ul style="list-style-type: none"> • Income from NG service is excluded for unemployment compensation purposes • Veterans benefits for disability exempted from income when determining property tax exemption • National Guard Association (NGA) of Washington provides insurance programs and administers an emergency assistance fund • Waive or cancel interest and penalties imposed on service members participating overseas in an armed conflict • Provide opportunity to donate half of interest on 6-month certificate of deposit to a Veterans Family Fund • Eligibility for unemployment insurance for the training benefits program includes military personnel and NG members • The Veterans Innovations Program provides financial assistance and case management to NG and Reserve members and their families facing financial hardships due to deployment 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • Residents on active service including the NG and Reserve can get a driver's license that indicates it expires 90 days after discharge • New definition of "person with a disability" with regards to hunting and fishing license fees • Members of the US military are exempt from the firearm skills portion of any hunter education course completed over the internet. • The \$10 penalty for renewal of a concealed pistol license after expiration does not apply to members of the armed forces who are serving outside the state of Washington when his or her CPL expires. Application for renewal must be made within 90 days of returning to Washington State. 				
Protections, recognition and employment support	<ul style="list-style-type: none"> • Extends SCRA to certain real estate deeds of trust and provides relief from penalties on property taxes during the period of deployment • Employment and reemployment protection • Protection against discrimination as it relates to commerce; real estate transactions; places of public resort, accommodations or amusement; insurance transactions; and credit transactions • Excludes NG membership for unemployment compensation 				

	<ul style="list-style-type: none"> • Same right to reemployment when activated by the Governor as under the USERRA • Expansion of the veterans conservation corps programs to include volunteer projects, as well as training, education, certification and placement programs • Establish an Washington State Department of Transportation internship program for wounded combat veterans • Public list of veteran-owned businesses in WA and a decal to help identify these businesses • Criminalize disorderly conduct and protests within 500 feet of a military funeral • Establish a new State Veteran's Cemetery in Eastern Washington State • Preference in the alternative route teacher certification programs for veterans and NG members
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WEST VIRGINIA		Members	Spouses	Children	
	National Guard	5,529	2,683	4,469	
Governor: Joe Manchin III	Reserves	2,282	1,001	1,753	
TAG: MG Allen E. Tackett	Total	7,811	3,684	6,222	
Support to state employees	<ul style="list-style-type: none"> • Protection from loss of pay, status or efficiency rating while activated • 30 days paid military leave per year; an additional 30 days if mobilized. • By Exec Order: provide health and life insurance after their leave has expired • Veterans Preference on State Civil Service Examinations 				
Educational benefits	<ul style="list-style-type: none"> • Up to 100 percent of the resident tuition and fees at any state education institution • In-state rates for nonresident members of the NG and Reserve • Provide matching 25 percent for NG members receiving 75 percent tuition from Army program • Tuition and registration fees at a state-supported college or university are waived for children between the ages of 16 and 23 whose veteran parent served in a time of conflict and died • Tuition assistance for those veterans who need a new vocation due to dislocation or unemployment and have exhausted their federal GI benefits 				
Family support	<ul style="list-style-type: none"> • Annual youth leadership camp for high school students • Annual Kids' Camp for elementary and middle school age children • Transition assistance for veterans and referrals to governmental organizations and veterans' service organizations • TRICARE assistance and education to family readiness groups • Developing a child development center for NG and Reserve families 				
Tax and financial benefits	<ul style="list-style-type: none"> • Minimum pay of \$100 per day, plus subsistence and quarters while on state duty • Officers/warrant officers receive \$100 uniform allowance per year • NGA of West Virginia provides supplemental life insurance coverage • Homestead exemption for certain eligible veterans • Bonus payments for veterans of certain conflicts 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • National Guard license plates for one-time fee of \$10 • Free special vehicle license plates for disabled veterans, former POWs, Purple Heart recipients, or Pearl Harbor survivors • Free hunting and fishing privileges for 100% service-connected permanent and total disabled veterans 				
Protections, recognition and employment support	<ul style="list-style-type: none"> • Provided workers compensation for duty related injuries • Provided legal representation for duty related civil concerns • Eligible for workers compensation as a result of state duty • State Veterans Home • State Veterans Skilled Nursing Facility • State will pay for the placement of a standard government cemetery marker 				

WISCONSIN		Members	Spouses	Children	
	National Guard	10,339	3,966	6,575	
Governor: Jim Doyle	Reserves	7,102	3,041	5,546	
TAG: BG Donald P. Dunbar	Total	17,441	7,007	12,121	
Support to state employees	<ul style="list-style-type: none"> • Receive pay difference between military pay and state salary. • Accrual of sick leave and vacation as if no interruption in state service. 				

	<ul style="list-style-type: none"> • By Exec Order, pay and benefits may be extended up to a period of 2 years from activation. • After discharge from active duty, up to 160 hours of accumulated paid leave may be used before employee resumes employment with state. • Unused accumulated paid leave may be carried over into next fiscal year. • Reemployment rights. • Prohibition against discrimination and retaliation. • State civil service preference • Veterans receive Preference Points on recruitment exams for state employment • Noncompetitive appointments of disabled veterans • Additional creditable service at state retirement based on years of active military service not otherwise a basis for a pension
Educational benefits	<ul style="list-style-type: none"> • 100 percent tuition reimbursement for eligible NG members attending in-state public institutions. Reimbursement calculated at 100% of actual tuition charged or 100% of the maximum resident undergraduate tuition charged by the UW-Madison for a comparable number of credits, whichever is less. • Students who withdraw from college due to military service are allowed to receive reimbursement of tuition and fees • Students returning from activation are allowed priority for enrollment in college courses. • Activated students allowed completion within 6 months of leaving service w/o payment of additional fees. • Wisconsin GI Bill tuition remission program – 100% of tuition and fees at any UW or Wis. Tech College for eligible veterans (including qualified NG members), and of spouses and children of service members who die in the line of duty or have a VA disabilities rating of 30% or more • Lifetime In-State tuition for eligible veterans • Retraining grant up to \$3,000 per year. • Veterans Education Reimbursement Grant • Additional information available at: • http://dma.wi.gov/dma/dma/education.asp
Family support	<ul style="list-style-type: none"> • Information about family program available at: http://www.wingfam.org/index.asp • Court may not consider a parent’s military activation when determining or modifying custody of a child. • Pre-deployment support and counseling. • Youth camp and youth programs. • Marriage enrichment programs, single soldier, and family wellness programs • Reunion and Reintegration - focused assistance to members 30 – 120 days after demobilization. • The spouse and dependent children of an activated member may receive assistance in the event of an economic emergency. • Aid to needy veterans grant program for health care and need-based subsistence aid • State veterans' homes for long-term health care • State outreach and assistance to veterans who may have been exposed to depleted uranium • Yellow Ribbon Program offers expanded programs to service members and their families: during pre and post mobilizations – provides opportunities for families, to include parents, to be involved in mobilization briefings by offering youth activities, daycare, and supplementing travel costs for attendance; expanding support programs during mobilization – provides spouse forums to discuss stress management and dealing with separation • Outreach to educate community organizations about working with and supporting service members and their families • Partners in Care works to develop cooperative agreements with the religious community and NG chaplains • Professional mental health care staff members are available for counseling and outreach. • Operation Quit Smoking and Legal Assistance for service members, veterans, and their families • Transition Assistance: continued support to veterans and their families, with assistance of WDVA, VA Regional Centers, Vet Centers and Service Organizations

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

WYOMING		Members	Spouses	Children	
		National Guard	2,602	1,336	
Governor: Dave Freudenthal	Reserves	288	132	235	
TAG: MG Edward L. Wright	Total	2,890	1,468	2,671	
Support to state employees	<ul style="list-style-type: none"> • 15 days paid military leave per year • Receive pay difference between military pay and state salary while activated as well as payment of the state portion of employee's insurance. After employee returns: accrual of leave reinstated, retirement contributions and state portion of deferred compensation reinstated • City, county, and state employees who are reservists may receive retirement credit for military service 				
Educational benefits	<ul style="list-style-type: none"> • 100 percent tuition assistance for NG members attending certain post-secondary education institutions • Free tuition and fees for overseas combat veterans, and their surviving spouses and dependents for up to a total of 10 semesters at University of Wyoming and/or Wyoming Community Colleges • Numerous scholarship opportunities for Wyoming veterans 				
Family support	<ul style="list-style-type: none"> • Family Assistance Centers serve as a one-stop center for military families • Information about family program available at: http://wyoguard.state.wy.us/family.htm 				
Tax and financial benefits	<ul style="list-style-type: none"> • Military Assistance Fund of \$5 million (trust fund) to alleviate financial hardships faced by military families impacted by activation • A \$100,000 death benefit to the designated beneficiaries of Wyoming National Guardsmen killed in a war zone. • Annual property tax exemption of \$3,000 for eligible veterans for life • Annual reimbursement of SGLI premiums of \$210 • Property Tax exemption for veterans 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • Free fishing license for 50% disabled veterans • Free bird and small game license for 100% disabled veterans • Free hunting and fishing licenses while on leave • Special limited fishing permit for hospitalized veterans • Free State Parks pass for 50% disabled veterans • NG and veterans license plates 				
Protections, recognition and employment support	<ul style="list-style-type: none"> • SSCRA protections for members activated by state or Federal government for more than 30 days • Wyoming Military Service Relief Act limits the impact of military service on military members' civilian employment • Activated employees can maintain their health insurance by paying the employer the sum that would have normally come from their compensation. • Governor urges businesses to follow state government lead in providing services to activated employees • Excludes NG membership for unemployment compensation • Veteran's reemployment right extended to five years • Free recording of discharge • Oregon Trail State Veterans Cemetery • Military Funeral Honors for veterans • Proper burial of indigent veterans • Veterans' Home of Wyoming • Wyoming Veteran's Memorial Museum 				