

DEPARTMENT OF MILITARY AFFAIRS

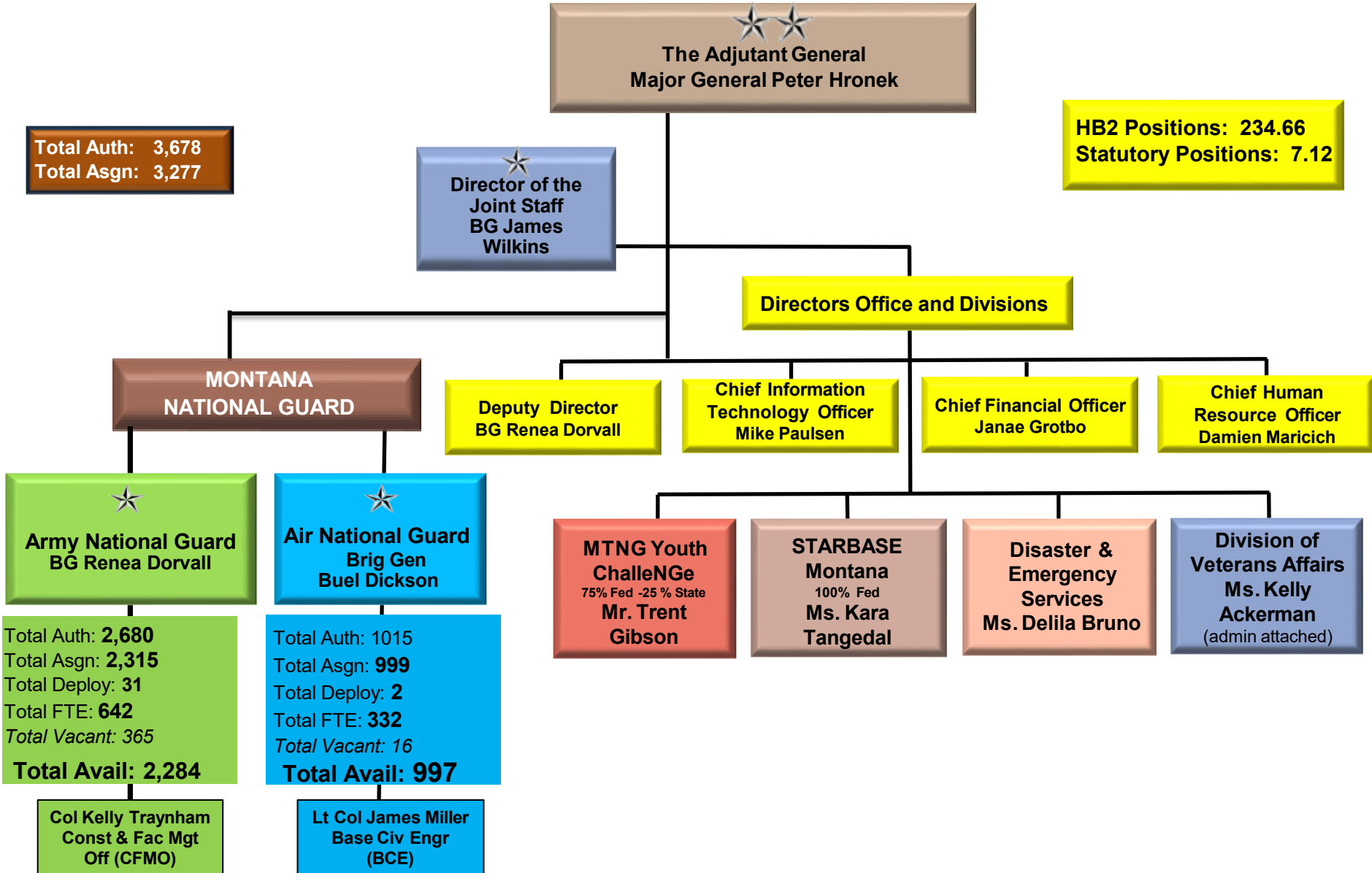
General Government – Section A

27-29 January 2025





Department of Military Affairs





Department of Military Affairs Divisions

Director's Office - Supports over 250 staff by providing financial guidance and oversight, along with IT and Human Resources business solutions.

Disaster and Emergency Services - Serve Montana communities before, during, and after disasters.

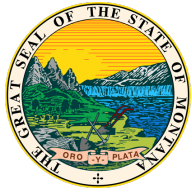
Montana Veteran's Affairs Division - Promote the general welfare of Montana veteran and their families.

Montana Youth Challenge Assists at-risk Montana Youth in developing the skills and abilities necessary to become productive citizens through focusing on the physical, emotional and educational needs of youth in a highly structured environment.

STARBASE- Premier Youth Outreach Program for the Department of Defense (DoD), DoD STARBASE is 100% federally funded and provides hands-on science, technology, engineering, art, and math (STEAM) education to ~2,000 Montana youth each year.

CFMO - The Construction and Facilities Management Office (CFMO) supports the Montana Army National Guard (MTARNG) mission as the principal advisor to the Adjutant General on all aspects of real property, facilities engineering, construction, and environmental management programs. CFMO manages ~2,000,000 square feet of facility space, 230 buildings and the training areas strategically located throughout the state to provide support and capability for the MTARNG.

Montana National Guard – Provide trained and ready forces at the request of the President of the United States or the Governor of the State of Montana. Protect the public safety of the citizens of Montana by providing military support to civil authorities during natural disasters or other emergencies.



DEPARTMENT OF MILITARY AFFAIRS LEADERSHIP



DIRECTOR – THE ADJUTANT GENERAL
Major General J. Peter Hronek



DEPUTY DIRECTOR
Brigadier General Renea Dorvall

DIRECTOR'S OFFICE



Chief Financial Officer
Janae Grotbo



Chief Human Resource Officer
Damien Maricich



Chief Information Officer
Mike Paulsen-Fuller

DIVISIONS



MTNG Youth Challenge
Trent Gibson



STARBASE
Kara Tangedal



Disaster & Emergency Services
Delila Bruno



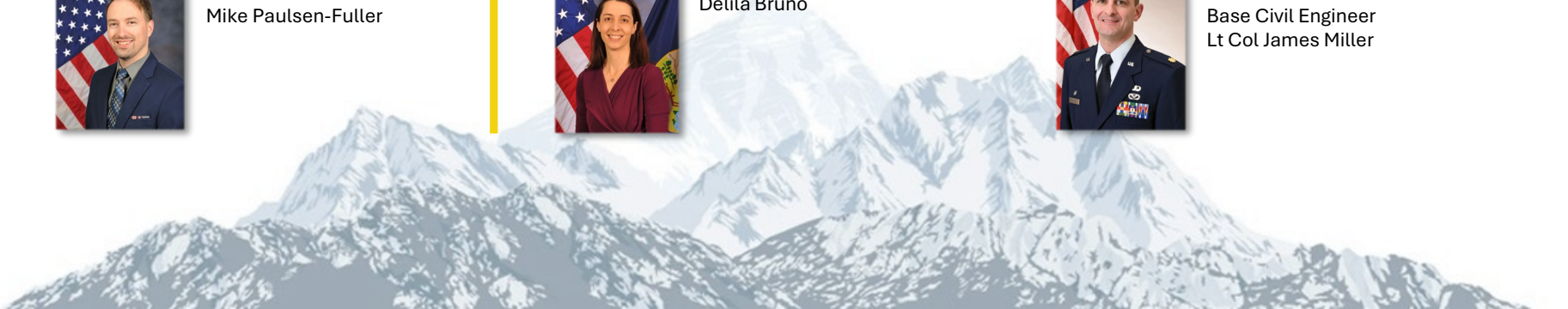
MT Veteran Affairs
Kelly Ackerman



**Army National Guard
Construction & Facilities Management Office**
Leslie White



**Air National Guard
Base Civil Engineer**
Lt Col James Miller



DMA Youth Programs

Building a Stronger Montana For Tomorrow



The Montana National Guard Youth Challenge Academy is an academic intervention program for Montana youth, 16 to 18, who are at risk of high school dropout. The academy offers a highly structured environment to develop the youths' academic, emotional, and physical skills which are needed for productive citizenship.

Two class sessions are offered each year and consist of 22 weeks of rigorous onsite instruction and one year of monthly follow-ups, facilitated by a screened and trained mentor. More than 80% of Challenge graduates maintain long-term placement four years after graduation, thanks in large part to volunteer mentors.

In the last year of operation, the academy successfully completed two class sessions, graduating a total of 210 cadets from across Montana. To date, the program has graduated 4,075 cadets and expects upwards of 115 additional graduates to join the numbers when the current cohort graduates this December.

Achievements from the two most recent classes include: 135 HiSETS earned (formerly GED), 68 State and District diplomas awarded, 639 high school credits earned, 492 college credits earned, 287 certifications awarded (FirstAid, OSHA, Phlebotomy, ServSafe, Forklift Operation, Traffic Flagger Training, and more). At the time of graduation, 93% of graduates have verified placement in a positive track (workforce, educational setting, or military enlistment) to pursue upon returning to their hometown.

Since the program's inception, 214,785 hours of community service projects have been completed by Challenge cadets. Calculated at the current minimum wage, they have contributed roughly \$2,212,286 to our economy!



STARBASE is a 100% federally funded, premier Department of Defense youth outreach program, dedicated to empowering youth with hands-on science, technology, engineering, art/design, and math (STEAM) learning experiences. In Montana, STARBASE operates classrooms at Fort Harrison in Helena (established in 2007) and at the 120th Airlift Wing in Great Falls (established in 2011). These classrooms are exclusively located on military installations, offering a unique opportunity for young individuals to interact with military personnel, discover STEAM careers, and explore real-world applications.

The STARBASE 'Basic' program caters to fifth-grade classes in the Helena and Great Falls areas, with each class scheduling a 5-day (25 hour) visit filled with instruction in robotics, computer-aided design (CAD), coding, engineering challenges, and scientific principles. STARBASE Montana is staffed by four State employees and six instructors, contracted through the Helena and Great Falls school districts. Additionally, STARBASE organizes outreach events, STARBASE 'Advanced' afterschool programs, and summer camps across Montana.

As of October 2024, STARBASE Montana has served 28,793 youth since 2007, with each site serving at least 1,000 Montana youth annually. Remarkably, five days at STARBASE accounts for just 0.002% of a student's total time in school, but consistently leaves a strong, positive, and lasting impact on their STEAM education. Federal FY24 brought in more than \$1 million federal education dollars to Montana.

ECONOMIC IMPACT

Army National Guard Funding

Full-time Payroll	\$83,555,842
Traditional Guard Pay	<u>\$23,209,965</u>
Total ARNG Payroll	\$106,765,807
Subsistence & Lodging	<u>\$1,703,651</u>
Total Personnel Dollars	\$108,469,458
Operations & Maintenance	<u>\$38,068,986</u>
Total ARNG Impact	\$146,538,444

Air National Guard Funding

Full-time Payroll	\$38,635,239
Traditional Guard Pay	<u>\$39,319,728</u>
Total ANG Payroll	\$77,954,967
Subsistence & Lodging	<u>\$460,924</u>
Total Personnel Dollars	\$78,415,891
Operations & Maintenance	<u>\$27,731,100</u>
Total ANG Impact	\$106,146,991
Total National Guard Impact	\$252,685,435

Department of Military Affairs (DMA)

Agency	Expenditures	State \$/%	Federal \$/%
Army NG* (Included in ARNG O&M)	\$28,392,373	\$2,968,355 10%	\$25,424,018 90%
Air NG* (Included in ANG O&M)	\$5,523,006	\$397,866 7%	\$5,125,140 93%
Disaster & Emergency Services	\$71,790,943	\$13,715,541 19%	\$58,075,402 81%
Veterans Affairs	\$3,814,262	\$3,069,643 80%	\$744,619 20%
ChalleNGe Academy	\$6,290,343	\$1,342,324 21%	\$4,948,019 79%
Directors Office	\$2,091,346	\$1,449,748 69%	\$641,598 31%
MT Military Family Relief Fund	\$38,750	\$38,750 100%	0
NG Scholarship	\$250,000	\$250,000 100%	0
STARBASE	\$1,190,766	0	\$1,190,766 100%
DMA Operations:	\$119,381,789	\$23,232,227 19%	\$96,149,561 81%

LOCAL IMPACT: NATIONAL GUARD FY24 Personnel Payroll by Community

Community	Total Income	Community	Total Income
Bel/Boz	\$4,752,422	Helena/EH	\$73,620,470
Billings	\$8,379,596	Kalispell	\$4,581,717
Butte	\$2,355,955	Libby	\$798,043
Culbertson	\$1,087,748	Livingston	\$925,975
Dillon	\$892,907	Malta	\$1,414,107
Glasgow	\$468,437	Miles City	\$1,344,197
Great Falls	\$1,145,423	Missoula	\$4,461,543
Havre	\$749,378	Rest of MT	\$1,393,675
Outside MT	\$22,402	Total	\$108,393,995

A Strong Workforce Builds Strong Communities



Employer Support of the Guard & Reserve is a DoD program. Montana ESGR has 21 volunteers and 2 full-time employees who work to gain and maintain employer support for Guard and Reserve service by recognizing outstanding support, increasing awareness of the law, and resolving conflicts through mediation. Paramount to their mission is encouraging employment of Citizen-Warriors who bring integrity, global perspective & proven leadership to the civilian workforce. **Together, We All Serve!** Learn more at www.ESGR.mil.

Montana DMA & NG Personnel by Location

City	ARNG	ANG	VA	DES	Other
Belgrade/Bozeman	251	58	5		
Billings	261	44	4	1	1
Butte	78	9	2	1	
Clyde Park	1			1	
Culbertson	7				
Dillon	28	2			67
Glasgow	6	2			
Great Falls	108	525	4		42
Havre	20	2	2		
Helena/E. Helena	561	56	9	34	44
Kalispell	183	12	4		
Libby	24				
Livingston	22	1			
Malta	5				
Miles City	56	3	3		
Missoula	320	38	8		1
Rest of State	298	165			
Out of State	128	78			



2025 Economic Impact Statement



Always Ready - Always There

Federal Mission

Serve as the primary federal reserve force in support of national security objectives, when called upon by the President

State Mission

Protect life and property, preservation of peace, order, and public safety for Montana's citizens, when called upon by the Governor

Community Mission

Participate in local, state, and national programs that add value to America

*Prepared for 2025, this brochure is current as of Dec 1, 2024
Revised Jan 24, 2025*

Montana Army & Air National Guard

Americans Protecting America



The Montana Army National Guard (MTARNG) is a community-based organization that consists of Citizen-Soldiers drilling at units in 14 communities across the state. The Guard is financially supported in large part through federal funding in the form of military pay

and allowances, purchase of goods & services, and through capital investments in equipment & infrastructure. Federal funding for Guard activities bolsters the state economy as the revenue is turned over several times in countless business segments of local communities. More than 4,500 Montana Citizen Soldiers have deployed in support of every major overseas contingency operation since 2001. In 2024, approximately 150 Soldiers returned from deployments overseas. The MTARNG conducted two real world State Active Duty missions sending teams to support a declared state of emergency on the Texas border and providing water and ice to Missoula following a storm. Montana also hosted Civil Support Teams from 9 states in Bozeman in April for a joint training exercise to be prepared to respond to a hazardous materials emergency.

The Montana Air National Guard (MTANG) consists of the 120th Airlift Wing (120 AW) and 219th RED HORSE Squadron in Great Falls and a headquarters section in Helena. In 2024, the 120 AW participated in multiple world-wide missions and exercises. In Exercise EAGER LION, 120 AW provided two aircraft and 45 personnel that transported 113 tons of cargo, 150 passengers and performed 126.1 flying hours. The large-scale exercise provided vital,



in-theatre testing and training for the Army's High Mobility Artillery Rocket System. Exercise ATLAS ANGEL/RAIN consisted of two aircraft and 25 personnel that executed over 180 hours and airlifted 10 tons of cargo. The exercise resulted in training 43 Sri-Lankan Air Force members

in C-130H operations. The 120 AW also successfully completed a highway landing during a training exercise that involved four assault landings and takeoffs by two C-130H aircraft. The MTANG deployed 14 Airmen overseas, playing a vital role in deterring adversaries from launching attacks against the United States and its interests. The 219th RED HORSE Squadron planned and executed the enterprise's first ever "fly-away" Phase I and II validation exercise, involving the movement of 90 personnel and 48 tons of cargo to Nellis Air Force Base, Nevada. While at Nellis AFB, the squadron validated their capability to perform 13 mission essential tasks, ensuring a high level of readiness for the next availability to deploy phase.

**** Since 2019, the Guard has had a 100% tuition waiver for all Montana National Guard members that attend a Montana institute of higher education. ****

Emergency Response & Civil Support

Montanans Serving Montana

The 2024 Fire Season had no fires that required National Guard State Active Duty support. 172 Guardsmen received Red Card training in preparation for potential wildfires. Six Soldiers attended the higher level Red Card Squad Boss training to prepare them for leadership positions while in support of potential wildfire activations.

The MTNG conducted an emergency response mission in Missoula in July 2024, following a severe storm which caused significant damage to local infrastructure. During the mission, the team distributed more than 1,650 gallons of potable water, 4,150 gallons of non-potable water and 2,000 bags of ice to affected residents.

The MTARNG Defensive Cyber Operations Element partnered with Montana State University for three Innovative Readiness Training events, to help prevent potential cyber-attacks, on their campuses across the state.

Army Guard helicopters supported three Search and Rescue missions. These helicopters used medical personnel and hoists in an immediate response authority to support our community partners.

The 83rd Civil Support Team provided support to Hazardous Materials teams and agencies throughout Montana to identify and handle unknown chemical, biological or radiological materials as well as providing monitoring support at community events with the potential for terrorist attacks.

Finally, the Montana National Guard planned and conducted a multi-agency rehearsal in preparation for winter storm response for the state of Montana to strengthen cooperation and enhanced relationships with our local, state, and federal partners.

Construction & Sustainment

Significant Military Construction Projects

\$52M Billings Limited Army Aviation Support Facility.
Status: Construction began in April 2024.

\$75M Billings Readiness & Innovation Campus.
Status: In design phase.

\$18M Malta Maintenance Shop.
Status: In design phase. Construction estimated in 2025.

\$4.7M Fort Harrison Maintenance Bay Expansion.
Status: Construction ongoing, began in October 2023.

\$20M Fort Harrison Collective Training Unaccompanied Housing Open-Bay Barracks.
Status: Construction estimated in 2028.

\$12.9M in Operations and Maintenance funding.
Noteworthy projects: Indoor Fire Range remediation in Culbertson, Belgrade, Kalispell, Livingston, Great Falls, Billings, Libby and Fort Harrison. Fort Harrison arms room relocation. Great Falls building 710 Air Handler.

Disaster and Emergency Services



Disaster & Emergency Services

The Montana Division of Disaster and Emergency Services (MT DES) exists to provide for prompt and timely response to disasters, ensure that preparation of the state is adequate to deal with disasters, and preserve the lives and property of the people of Montana to the fullest extent possible. Our mission is to lead a comprehensive emergency management program to prepare for, respond to, recover from, and mitigate disasters. Our strategic goals are:

- Goal 1. Ready the State for Disasters
- Goal 2. Recover from Disasters
- Goal 3. Mitigate Disaster Impact
- Goal 4. Coordinate Statewide Disaster Response

Funding for Counties and Tribes

The Montana Disaster & Emergency Services Division is currently administering \$231.9 million in mitigation, preparedness, and disaster funding that has impacted every county and tribe in the state.

Mitigation is the effort to reduce the impacts disasters have on people and communities. The National Institute of Building and Sciences found that for every \$1 dollar invested in mitigation saves taxpayers an average of \$6 in future spending. The Pew Charitable Trust reports that the return on investment for flood-related mitigation in Montana is \$6.36 for every \$1 invested. Mitigation is key to becoming less dependent on state and federal disaster funding.

Preparedness funding helps communities develop and sustain local disaster and emergency services programs to ensure all levels of government are prepared to respond to, and recover from, disasters. Funding may be used to purchase equipment or services that enhance local capabilities to effectively respond to events, ultimately saving lives and reducing the impact to property, as well as updating plans and conducting exercises and training.

Disaster funding supports communities as they recover from a state or federally declared disaster. Depending on the magnitude of the event, communities may be eligible for financial assistance for debris removal, life-saving emergency protective measures, and restoring public infrastructure.

Total Funding for Counties and Tribes Administered by Montana Disaster and Emergency Services

Local Disaster Funding	\$163 million
Local Mitigation Funding	\$28 million
Local Preparedness Funding	\$40.9 million
Total Local Funding	\$231.9 million

Dept. of Military Affairs Divisions & Programs

Veterans Affairs provides statewide support to approximately 85,000 veterans and 150,000 family members who access federal/state veteran entitlements & benefits.

The nine statewide Veterans Service Offices, located in Belgrade, Billings, Butte, Great Falls, Havre, Helena, Kalispell, Miles City and Missoula manage the following:

VA Service Office

Belgrade	\$49,110,676
Billings	\$81,243,831
Butte	\$24,208,571
Great Falls	\$70,901,976
Havre	\$20,527,631
Helena	\$42,761,988
Kalispell	\$62,925,652
Miles City	\$14,286,695
Missoula	\$68,431,432
Federal \$ to MT Vets:	\$434,398,452

- \$114 of Federal VA money goes to MT Vets for every \$1 of State General Fund & Special Revenue Investment.

- MVAD received increased funding for the 2025 biennium due to passage of the PACT Act. Claim production increased 46% from 2022 to 2024, justifying 6 new Administrative Assistants, 1 Accountant, and 3 Groundskeepers.

Montana Military Family Relief Fund

The Montana Military Family Relief Fund (MMFRF) provides monetary grants to families of Montana Guard & Reserve who are called to active duty for federal service in support of a contingency operation.

MMFRF grants help Montana families defray the costs of food, housing, utilities, medical services, and other expenses that become difficult to afford when a wage earner is placed on federal active duty. The grants totaled \$140,000 in FY22.

The Scholarship Program provided \$244,971 support to Soldiers and Airmen with the MT Guard.



State Partnership Program

Montana has a State Partnership Program (SPP) with four countries: The Kyrgyz Republic, Turkmenistan, Sri Lanka and the Maldives. This is a

federally-funded joint initiative between the partnered countries, the Department of State, Department of Defense and Montana that has brought \$685,000 to our state. SPP directly supports the interests of the United States by engaging partner nations through military and civilian contacts at all levels. The program held more than 50 official events in the last two years.

Montana SPP works on security issues ranging from military disciplines to disaster response. The program is continuing to expand its relationships to include a whole-of-government approach. The SPP is a flexible and innovative program capable of having strategic effects for the United States, Montana, and our partners.



Department of Military Affairs

2024 Accomplishments

Montana Army National Guard:

- Return of the 1889th RSG and 190th CSSB from mobilization in CENTCOM region.
- Expansion of training areas for MTNG Soldiers to include Butte/Miles City Engineering Area, and Canyon Ferry Land Use Agreement
- Unit attended JPMRC in Alaska and 208th RTI conducted initial cold weather interdiction course in MT
- Joint Training - ARNG/ANG Aviation Operations and 1-163rd attending exchange with UK Service Members
- Deployed Specialized Maintenance Team on State Active Duty to Texas in support of the Southwest Border
- Enhanced Counterdrug Program by adding Aerial Reconnaissance and Observation capability
- In Partnership with Development Command, selected for MIST Lab and MINER Trailer to enhance environmental exposure, training/testing
- LAASF operational in Billings, MT; Groundbreaking on new facility complete.

Montana Air National Guard:

- Participate in Exercise Eager Lion, Combined Joint Task Force with 50 countries in CENTCOM Region.
- Execute Agile Vigilante – Home station readiness exercise
- Selected for C130-J model (CY26)
- 219 RHS planned and executed “fly-away” Phase I & II validation exercise to Nellis, AFB.

State Partnership Program:

- Completed nearly 50 Engagements with Partner Nations (Kyrgyzstan, Turkmenistan, Sri Lanka, and the Maldives).
- Lead international exercise Black Marlin in the Indo-Pacific, Maldives

Disaster and Emergency Services:

- Managed over 350 disaster recovery projects totaling approximately \$141 million over last four years.
- Administering nearly a 1100% increase in disaster costs compared to the previous four years.
- Obligated 84% of money available FY24.
- Advanced two capital development projects that will construct a 2nd story expansion on the State Emergency Coordination Center and establish a statewide disaster warehouse.

Youth Challenge Academy

- Graduated 210 cadets and celebrated our 50th class in June 2024

STARBASE:

- Reached 2,662 students through the basic 5-day program, summer camps, outreach events, and afterschool programs.
- Formed partnership with DPHHS Pre-Employment Transition Services to provide STEM careers camps for high school students with disabilities.
- Created teacher-training program for Malta teachers to learn STEAM skills, gain renewal units, and assist in putting on a STEAM camp.

Montana Veterans Affairs

- Expanded its Veteran Services outreach program to new locations and has implemented outreach in all offices.
- Increased cemetery activities to ensure inspection standards set by the National Cemetery Administration are met.
- Implemented new programs to better serve our employees and the veteran population. One program is an experience management software that collects data on our staff, veterans, and their family members. This data is then used to increase our outreach to new locations, ensure our veterans receive the services they need, and improve employee relations.



Department of Military Affairs Goals - 2025

Montana Army National Guard:

- 1889th Regional Support Group moved into New Rocker Armory SEP/OCT FY24/FY25
- Execution of Cold Weather and Search, Evasion, Resistance and Escape Bravo Course and state cold weather exercise order published
- Soldier Innovation Center Mountain Innovation and Simulation Technology (MIST) and MINER (Operational 4th QTR 25
- Re-Deployed two units with 150 Soldiers from CENTCOM missions.
- Seventeen ATs planned for 26 Units including six units participating in five different external state training exercises
- Participate in North Dakota Garrison Dam breach Domestic Operations Exercise as precursor for MTNG Homeland Defense Exercise in TY26

Montana Air National Guard:

- April 2025 Maintenance Group Generation Exercise
- October 2025 Logistics Readiness Exercise (potential fly-away)
- J-Model Conversion
- Landing Zone Construction
- Drop Zone purchase/approvals
- AFRICOM deployment, 4 Aircraft, 150 Airmen

State Partnership Program:

- Lead multinational joint exercise Atlas Angel, Sri Lanka and set conditions for Central Asia multilateral interoperable Disaster Response -- Exercise and Exchange (DREE)
- AKSHUMKAR- 23-27JUN 2025, Kyrgyzstan, Multi functional SME Exchange focused on C-130 Airfield assessment and Air and Ground Medical exchange, CBRNE and Urban rescue exchange.

Disaster and Emergency Services:

- The division will develop a Long-Term Disaster Recovery strategy and complete Regional Multi-Hazard Mitigation Plan updates.
- The division will conduct an Emergency Management Accreditation Program (EMAP) baseline assessment with the goal of applying for accreditation by the end of 2025. The division will provide recommendations to reduce the reliance on federal grants and develop a workforce capable of effectively recovering from disasters.

Youth Challenge Academy

- Graduate 200 Cadets in SFY 25
- Reduce Cadre turnover by 20% from previous average
- 50 Senate Bill 197 Diplomas

STARBASE:

- Reach at least 2,000 students through our 5-day basic program, afterschool programs, and summer camps.
- Create at least one new partnership and serve one new community.

Montana Veterans Affairs

- Improve communication and leadership skillsets.
- Provide for each staff member to participate in at least 1 training opportunity each year, regularly assess progress against goals.
- Foster a culture of continuous improvement within MVAD.
- Explore how emerging technologies can be leveraged to improve mission outcomes.



DEPARTMENT OF MILITARY AFFAIRS

ANNUAL PLAN

FY2025

Vision Statement: A ready and resilient Montana

Mission Statement: Department of Military Affairs strengthens Montana through our collective readiness to defend against threats, increasing resilience, and engaged citizenship.

INTRODUCTION

The Department of Military Affairs (DMA) is a very diverse organization that serves the citizens of Montana. DMA is comprised of the Directors Office, Department of Emergency Services, Montana Veterans Affairs Division, Montana Youth Challenge Academy, STARBASE, and both the Montana Air and Army National Guard.

DIRECTOR'S OFFICE

The Director's Office provides departmental administration through the Office of the Adjutant General and department-wide support for accounting and budget management, information technology, human resources, payroll, labor relations, and purchasing and property management oversight. Additionally, there are two major programs in DMA, the Montana Youth Challenge Academy and STARBASE. The Director of the Department of Military Affairs also serves as The Adjutant General (TAG) and Commander of the Montana National Guard.

MONTANA YOUTH CHALLENGE ACADEMY

The Montana National Guard Youth Challenge Academy (MYCA) is a volunteer program for youth ages 16 to 18 who are not on track to graduate high school. Challenge Academy is a 17-month, voluntary, three-phased military educational intervention program. The program provides an opportunity for "at risk" youth to enhance their life skills and increase their educational levels and employment potential. Phase I of the program is a 2-week acclimation phase conducted at the Dillon Readiness Center followed by a 20-week residential stay on the campus of Western Montana College of the University of Montana in Dillon. The residential phase focuses on focusing on physical fitness, classroom instruction, personal development, and life skills. Phase II is a year-long mentoring relationship with a specially trained member of the community where the youth reside to provide a positive role model and to assist the student in gaining employment or enrolling in post-secondary schooling.

STARBASE PROGRAM

STARBASE is the 100% federally funded premier youth outreach program of the Department of Defense. Currently, STARBASE has classrooms at Fort Harrison in Helena and the 120th Airlift Wing in Great Falls, providing 25 hours of hands-on science, technology, engineering, art, and math (STEAM) instruction to all fifth-grade classes within the Helena and Great Falls school districts, as well as afterschool programs and summer camps to students in grades 3-12 across Montana. STARBASE locations provide students the opportunity to interact with military personnel, foster familiarity with local military installations, nurture interest in STEAM careers, and empower Montana's youth for future success.

DISASTER AND EMERGENCY SERVICES DIVISION

The Disaster and Emergency Services Division (DES) duties and responsibilities are provided for under Title 10, Chapter 3, MCA. The division is responsible for the coordination, development and implementation of emergency management planning, mitigation, response, and recovery statewide. This responsibility includes the administration and disbursement of federal Homeland Security and Emergency Management funds to eligible political subdivisions and tribal nations across the state. The division maintains a 24 hour a day point of contact to coordinate the volunteer, state, and federal response for assistance to political subdivisions and tribal nations in the event of an incident, emergency, or disaster.

MONTANA VETERANS AFFAIRS DIVISION


The Montana Veterans Affairs Division (MVAD) assist discharged veterans and their families, cooperates with state and federal agencies, promotes the general welfare of veterans and provides information on the veterans' benefits. The division also administers the Montana state-run veteran's cemeteries located in Miles City, Fort Harrison in Helena, and Missoula. The division reports to the Board of Veterans Affairs and operates under a state mandate provided in Title 10, Chapter 2, MCA.

MONTANA AIR NATIONAL GUARD

The Air National Guard's federal mission is to maintain well-trained, well-equipped units available for prompt mobilization during war and provide assistance during national emergencies (such as natural disasters or civil disturbances). During peacetime, the combat-ready units and support units are assigned to Air Force major commands to carry out missions compatible with training, mobilization readiness, humanitarian and contingency operations. Air National Guard units may be activated in a number of ways as prescribed by public law. Most of the laws may be found in Title 10 of the U.S. Code. When Air National Guard units are not mobilized or under federal control, the units report to the governor and are supervised by TAG. Under state law, the Air National Guard provides protection of life, property and preserves peace, order and public safety. These missions are accomplished through emergency relief support during natural disasters such as floods, earthquakes, and forest fires; search and rescue operations; support to civil defense authorities; maintenance of vital public services and counterdrug operations. This program is mandated by the U.S. and Montana Constitutions and Title 10, Chapters 1-3, MCA.

MONTANA ARMY NATIONAL GUARD

The Army National Guard is a component of the United States military's total force, ready to respond in a time of need. The Army National Guard mission is dual and fulfills both federal and state missions. The Army National Guard's federal mission is to provide trained and ready soldiers who are equipped to respond under presidential authority. The state mission is to provide trained and ready soldiers who are equipped to aid in the protection of life and property, and uphold the preservation of peace, order, and public safety for the citizens of Montana, under the leadership and control of the governor. The Army National Guard is composed primarily of traditional guardsmen — civilians who serve their country, state, and community on a part-time basis (usually an average of one weekend each month and an extended collective training event over a two-week period). The governor can call the Army National Guard into state active duty in accordance with the Montana Constitution during local or statewide emergencies, such as storms, fires, earthquakes, search and rescue, or civil disturbances. In addition, the president of the United States can activate the Army National Guard for participation in federal missions such as national emergencies, humanitarian crisis, and contingency operations in response to national interests on the homeland or overseas. This program is mandated by the U.S. and Montana Constitutions and Title 10, Chapters 1-3, MCA.

 Strategic Outcome #1	Objective #1: Empower and Develop DMA Professionals	
	A trained and empowered workforce ready for tomorrow's challenges. <ol style="list-style-type: none"> 1. Provide clear communication of leadership's intent and organizational goals. 2. Empower leaders to drive their programs and achieve their goals. 3. Develop transparent career management plans. 4. Develop individual employee training plans and career ladders. 5. Increase employee/supervisor engagements. 	
	Key Measures	<ul style="list-style-type: none"> • 100% performance plan in state TALENT system and 100% quarterly check-ins complete. • Execute strategic planning sessions annually. • Increased regular and recurring agency updates to the workforce.

 Strategic Outcome #2	Objective #2: Training to the Next Level	
	DMA increases training opportunities for employees and stakeholders. <ol style="list-style-type: none"> 1. Provide training that targets both professional growth and individual wellness. 2. Promote interagency collaboration. 3. Develop systems to provide customer service feedback. 4. Develop Integrated Emergency Preparedness Plans. 5. Development of Integrated Communication Strategy and Platforms. 	
	Key Measures	<ul style="list-style-type: none"> • Increased organizational leadership development opportunities and training attendance. • Promote internal and external team building. • Utilize customer service feedback to focus training requirements. • Implementation of interagency common operating picture platform(s). • Increased participation in exercises and training across emergency management community.



Strategic Outcome

#3

Objective #3: Align Current Missions and Proactively Compete for Future Missions

Mission-Focused: Establish clarity and purpose for agency programs in alignment with the DMA Mission.

1. Achieve DMA Objectives, Goals, Strategies and Measures (OGSM).
2. Expand awareness and visibility of DMA programs throughout the state.
3. Increase participation in DMA programs/events.
4. Improve infrastructure and facilities to meet current and future needs.

Key Measures

- Review/update OGSM monthly.
- Implementation of robust marketing strategy.
- Growth in community partners and program participation.
- Develop DMA statewide master plan.



Strategic Outcome

#4

Objective #4: Recruit and Retain the Best to Serve our Great Nation and State

DMA is an organization people want to be a part of.

1. Enhance recruitment, selection, and retention processes.
2. Develop and implement systems to provide feedback on duty accomplishments and employee satisfaction.
3. Enhance agency recognition program.
4. Provide competitive pay and benefits.

Key Measures

- Increased retention rates and longevity; while decreasing vacancy rate and fill timelines.
- Increased employee engagements.
- Increased Employee Recognition Events.
- Increased engagement of employees in feedback survey opportunities.