

Department of Military and Veterans Affairs

SMART Act Hearing

State, Civic, Military, & Veterans Affairs Committee

23 January 2025

DMVA Mission

MISSION: Colorado's Department of Military and Veterans Affairs **supports** the Division of the Colorado National Guard in delivering land, air, space, and cyber power in support of state and federal operations; **enables** the Division of Veterans Affairs to deliver high quality service to the state's veterans and their families; and **oversees** the operations of the Colorado Wing of the Civil Air Patrol in delivering aerospace education and emergency services.

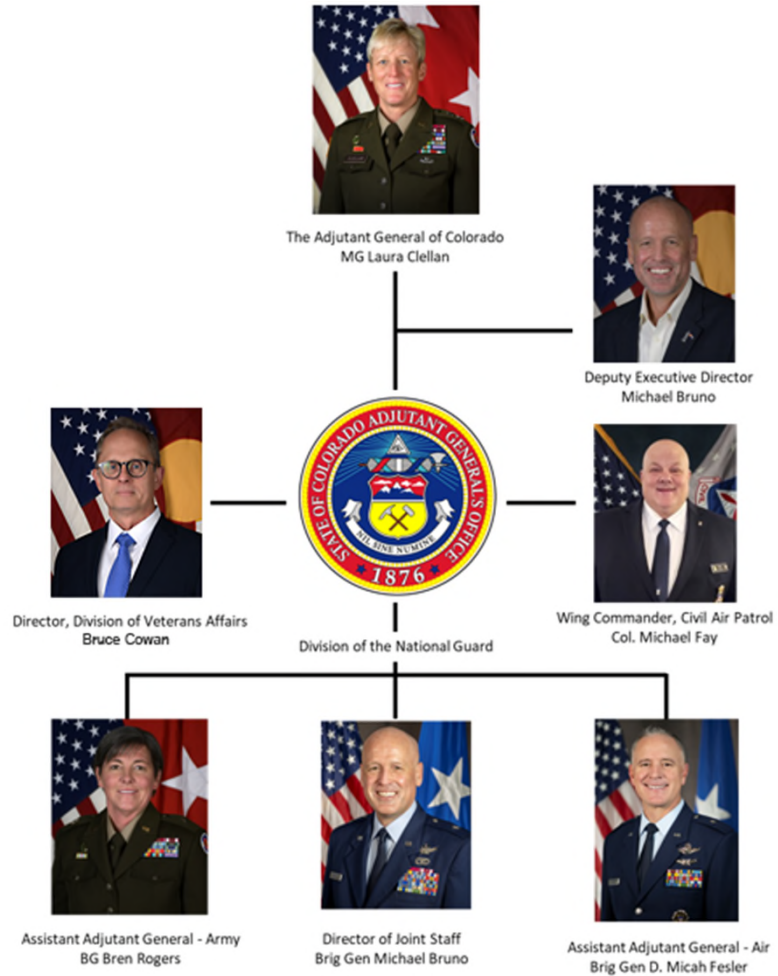


DMVA Vision

VISION: We are an inclusive organization that earns and maintains the trust and confidence in those we serve at the local, state and federal levels; we are recognized for excellence in service to our veterans, service members, and families; and we are the state of choice for future force structure gains, equipment modernization, and infrastructure investment.



DMVA Organizational Structure



State FY 24 General Fund:

\$17,704,398

State FY 24 Cooperative Agreement Funds:

\$19,737,856

Federal FY24 Funds: \$294 million

- \$154 million Colorado Army National Guard
- \$140 million Colorado Air National Guard

**DMVA
Funding**

Department of Military & Veterans Affairs

FY25 Wildly Important Goals

(WIGs)

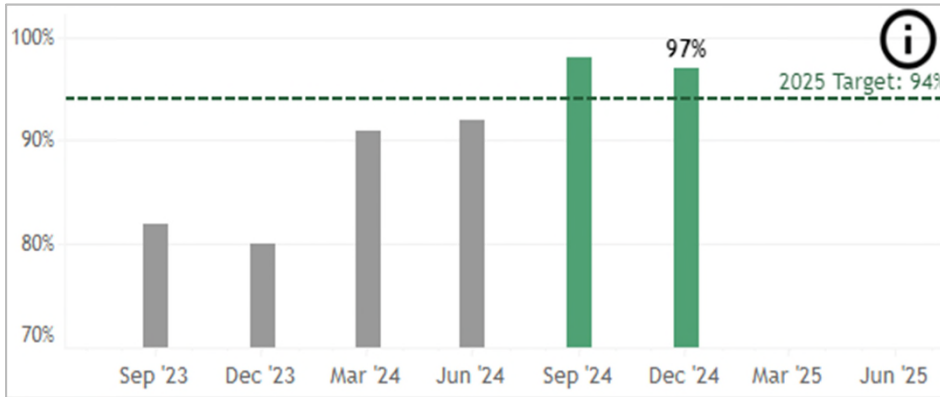
WIG #1: Veteran Engagement

- Improve Veterans' satisfaction levels with DMVA services through a 15% increase in Net Promoter Scores given on a post-service survey by June 30, 2027.
- **Current Net Promoter Score: 41.2%**
- **Context Statement:** By increasing satisfaction with DMVA services, we demonstrate our commitment to providing Colorado veterans with the support they deserve.



Veteran Service Officer Accreditation

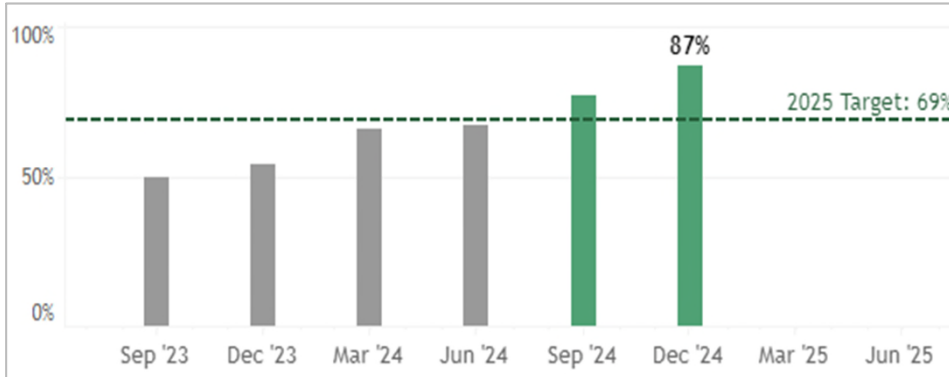
Increase accredited Veteran Service Officers (VSOs) 3% by June 30, 2025.



- FY25 Baseline: 91%
- FY25 Target: 94%
- Currently: 97%

Veterans Benefits Management System

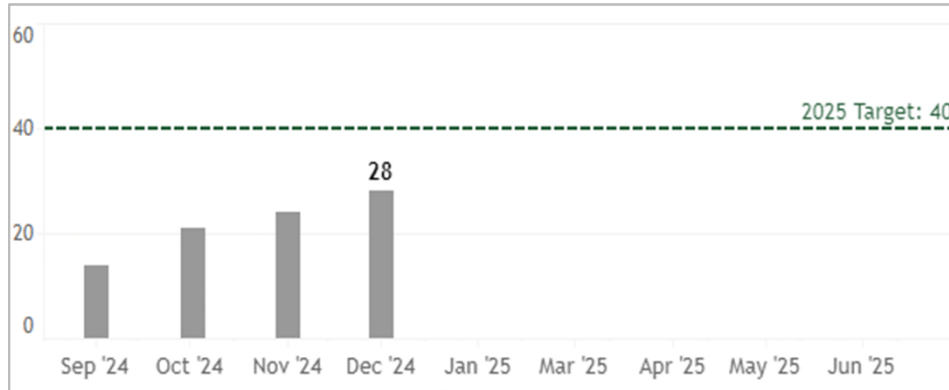
**Increase Veterans Benefits Management System (VBMS)
access 3% by June 30, 2025.**



- FY25 Baseline: 66%
- FY25 Target: 69%
- Currently: 87%

Veterans Outreach Events

Participate in 40 community outreach events by June 30, 2025.

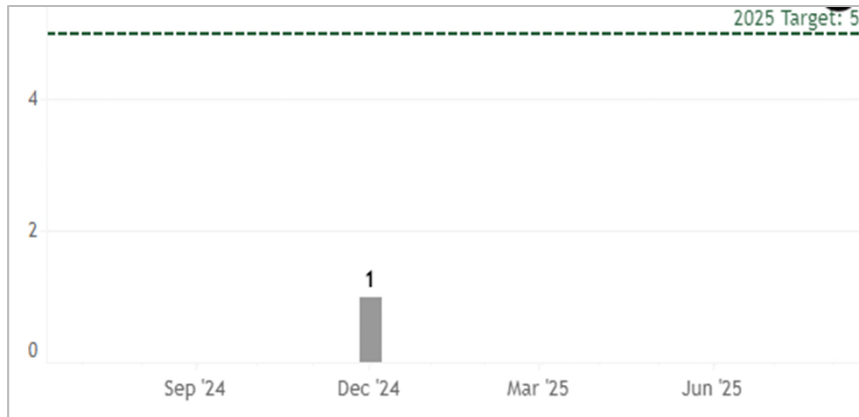


- FY25 Baseline: 0
- FY25 Target: 40
- Current Completed: 28

WIG #1: Lead Measure #4

Gaps in Service

Identify and resolve five (5) gaps in service across the state by June 30, 2025.



Identified:

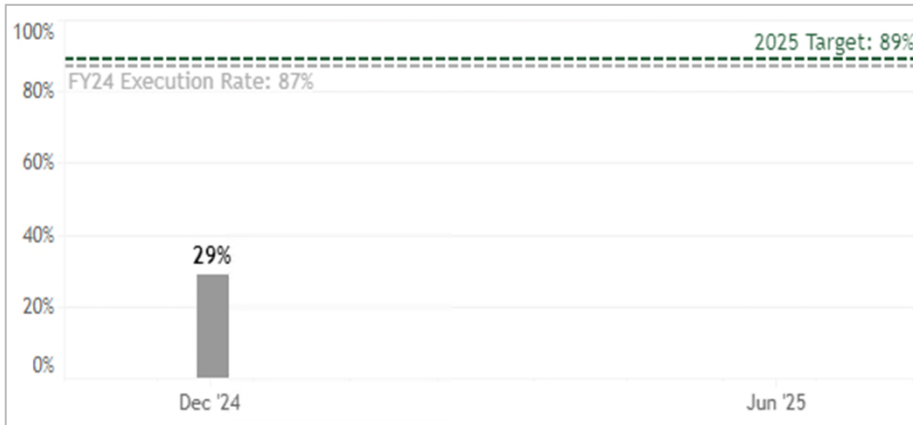
- Veterans outside the VA system
- Veteran Transportation to VA and Medical Appointments
- Training for non-VSO supervisors of VSO's
- Burial process for Veterans or prisons whose remains are not claimed

Resolved:

- Personal service to incarcerated veterans

Veteran Trust Fund (VTF) Grant Execution

**Improve the grant execution rate for the Veterans Trust Fund (VTF) Grants
by 2% by June 30, 2025.**

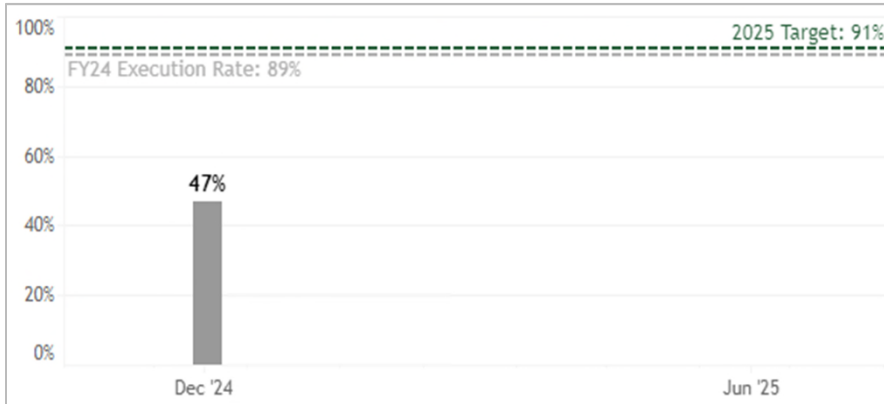


- Improve grant execution rate 2% by June 30, 2025.
- FY24 Execution Rate: VTF 87%
- FY25 Target: VTF 89%
- Currently at 29%

Veterans Assistance Grant (VAG)

Execution

**Improve the grant execution rate for the Veterans Assistance (VAG) Grants
by 2% by June 30, 2025.**



- Improve grant execution rate 2% by June 30, 2025.
- FY24 Execution Rate: VAG 89%
- FY25 Target: VAG 91%
- Currently: 47%

WIG #2:

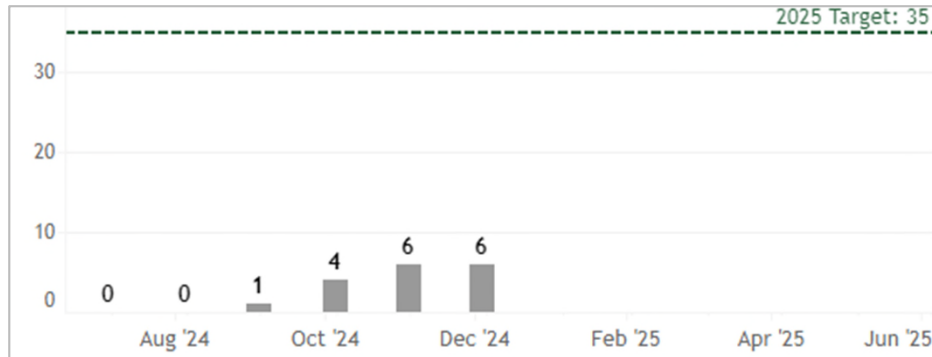
Colorado Army National Guard's Readiness

- The Department of Military and Veterans Affairs (DMVA) will increase the Colorado Army National Guard's readiness through increasing the state's recruiting and retention ranking against other small states nationally from 14 to 8 by July 1, 2027.
- **Context Statement:** By prioritizing recruiting and retention, the DMVA will ensure the Colorado Army National Guard has the necessary personnel to fulfill its missions and protect our state.



Enlistment Referral Incentives

Utilize thirty-five (35) Enlistment Referral Incentives to increase enlistments in the Colorado Army National Guard by July 1, 2025.



Current Enlistment Referrals

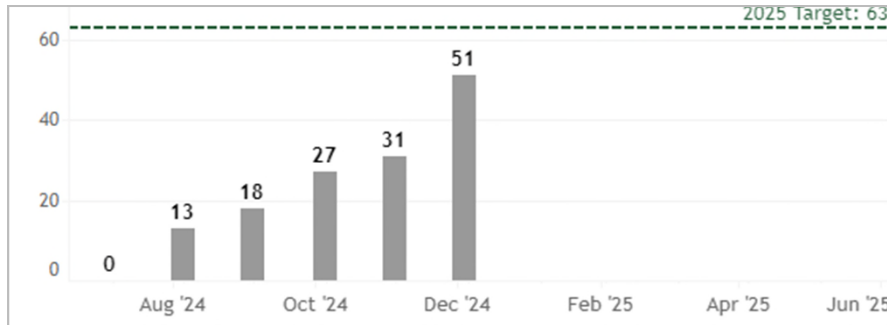
6, of which:

- 2 referrals have been paid
- 4 awaiting documentation
- An additional 5 referrals will be submitted by June 2025

WIG #2: Lead Measure #2

Retention Bonuses

Utilize sixty-three (63) Retention Bonuses to increase three-year extensions in the Colorado Army National Guard by July 1, 2025.



Current Retention Bonuses

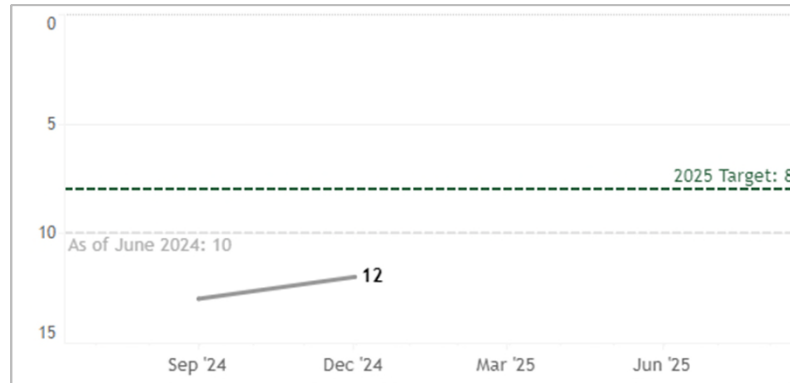
51, of which:

- 35 bonuses have been paid or submitted for payment
- 16 awaiting control numbers or pending updates

WIG #2: Lead Measure #3

Retention Ranking

COARNG will improve its retention ranking among other small states from tenth (10th) to eighth (8th) by July 1, 2025.



Current Ranking: 12th

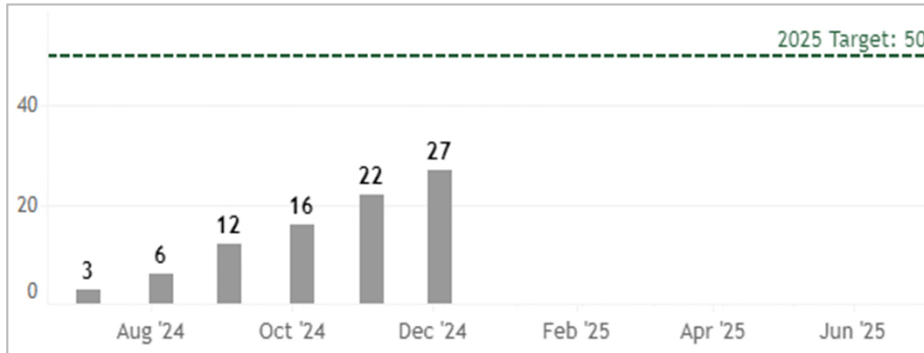
WIG #3: Military Auxiliary Programs



- The Department of Military and Veterans Affairs (DMVA) will increase Colorado youth participation in military auxiliary programs by 15% by July 1, 2027.
- **Current Participation Increase: 6.05%**
- **Context Statement:** By increasing youth participation in military auxiliary programs, DMVA aims to foster civic duty and community engagement while developing future leaders for Colorado's workforce.

Outreach Existing Programs

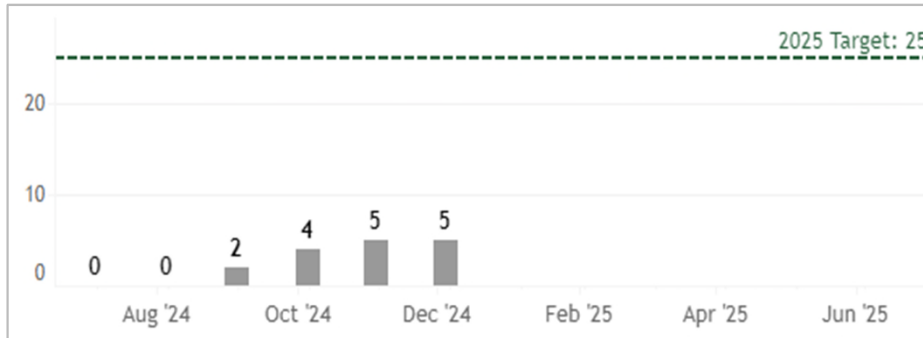
The DMVA will conduct fifty (50) outreach meetings/events with *existing programs* to assist with program growth by July 1, 2025.



- FY25 Baseline: 0
- Current Completed: 27

Outreach Education

The DMVA will meet with twenty-five (25) schools *lacking youth military auxiliary programs* throughout Colorado to educate and encourage JROTC program adoption by July 1, 2025.



- FY25 Baseline: 0
- FY25 Target: 25
- Current Completed: 5

More Information

To view monthly updates on **Wildly Important Goals** and corresponding lead measures, please visit the [Governor's Dashboard](#).

For more information on additional Department goals and context, view our [FY 2024-25 Performance Plan](#).

DMVA Performance Management (1/2)

- **Philosophy:** "People First" - prioritizing employee development, recognition, and retention to best serve Colorado's military, veterans, and families.
- **Driving Progress:** The performance plan and WIGs target three key areas in which the state has applied resources across DMVA's three divisions for specific outcomes. The WIGs allow us to track the effectiveness of these resources.
- **Key Behaviors:** Fostering collaboration, accountability, and continuous improvement under the Adjutant General's lines of effort: people, readiness, modernization & innovation.

DMVA Performance Management (2/2)

- **Tracking Progress:** Utilizing employee and customer feedback on process improvement to monitor progress beyond the Governor's dashboard.
- **Evidence-Based Decisions:** Budget requests, resource allocation, and legislative priorities are influenced by an internal nomination process and assessment of best practices to affect targeted programs.
- **Budget & Legislative Agenda:** This year's requests reflect continued efforts to bolster CONG recruiting and retention efforts and modernize the department to improve efficiency and effectiveness.

DMVA FY 2025-26 Budget Request (1/2)

FY 2025-26 Budget Snapshot

- FY 2025-26 Total Funds:

\$153,458,635

- FY 2025-26 General Fund:

\$18,053,241

- FY 2025-26 FTE:

2276.9

DMVA FY 2024-25 Budget Request (2/2)

Request Name	FTE	General Fund
R-01 Colorado National Guard Tuition Waiver	0.0	\$ (1,421,157)
R-02 Recruitment and Retention Bonus Expansion	0.0	\$ 500,000
R-03 DMVA Communication Manager FTE	1.0	\$ 110,244
R-04 DMVA IT Product Director	1.0	\$ 155,836
R-05 Human Resources Information System	0.0	\$ 325,000
Total Prioritized Request	2.0	\$ (330,077)



**The Department respectfully requests the General Assembly
consider legislation on the following:**

- R-01 Colorado National Guard Tuition Waiver
- L-01 Colorado Code of Military Justice
- L-02 Disabled Veterans License Plate

Regulatory Agenda

The Department of Military and Veterans Affairs does not have a regulatory agenda.



Equity, Diversity, and Inclusion

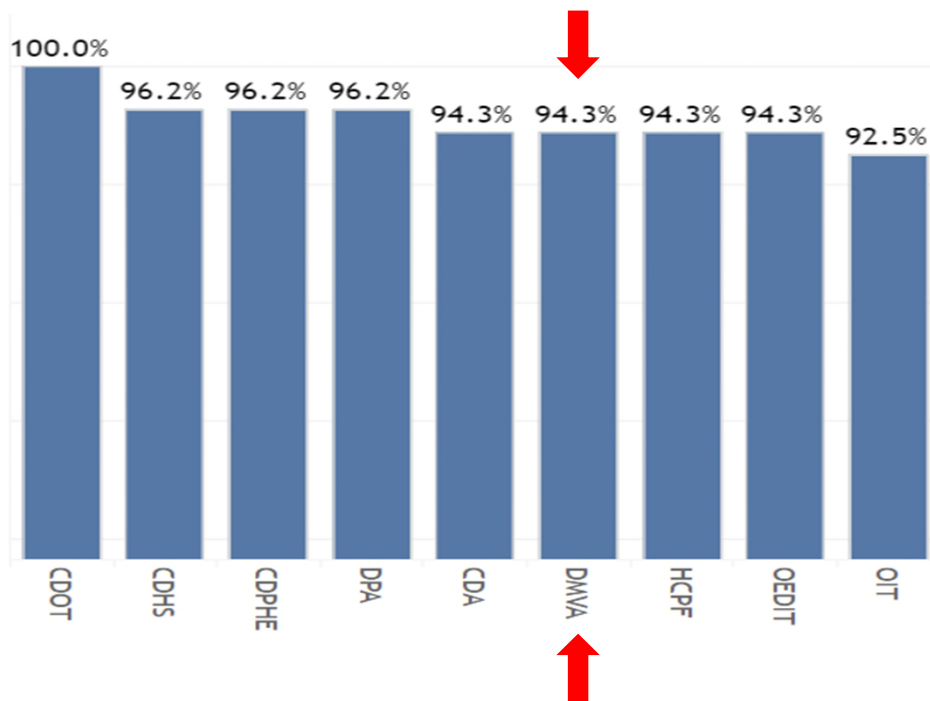
Following the Governor's Executive Order [2020 175](#), the Department has implemented the following efforts:

- Continued training for employees and supervisors, including new training series this year from The Conflict Center
- Accessibility work for compliance with HB 21-1110
- DMVA has hired new organizational trainer to support Equity, Diversity & Inclusion efforts

Accessibility

Total % Complete of Accessibility Adoption Checklist

The DMVA ranks tied for 3rd place in accessibility compliance among 21 state agencies.



Accessibility

Average Siteimprove Score

The Department of Military & Veterans Affairs maintains an average Siteimprove score of 93.8%, securing a shared #1 ranking among 21 state agencies.



Stimulus Funding Implementation (1/2)

- The Department has not created any new programs using stimulus funds but is using State and Local Fiscal Recovery Funds or SLFRF to complete several construction and maintenance projects on our Readiness Centers (RC) totaling a little over \$1.4 million dollars including matching federal funds.
- The Department has executed \$672,738.17 or 97% of allocated funds. Unobligated funds were recouped to the Governor's Office at their request.



Stimulus Funding Implementation (2/2)

- **2023-049M22 / Fire Alarm Replacement**
 - BAFB Aviation Readiness Center (Building 1000)
- **2023-073M22 / Roof Replacement and Site Security Upgrades**
 - Joint Forces Headquarters
- **2023-078M22 / Roof Replacements**
 - Fort Collins, Watkins, and Aurora Readiness Centers
- DMVA does not have any current or anticipated American Rescue Plan Act Proposals.

For ongoing updates, please visit Colorado's stimulus website:

coforward.colorado.gov.



Domestic Operations (1/2)

January 2024 to December 2024

1/11: Extreme Cold Weather

2/27: Cyber Security, Election

4/23: Blue Mesa Bridge

Collapse

6/10: Cyber Security, Election

7/30: Alexander Mountain Fire

7/31: Stone Mountain Fire



8/4: Quarry Fire

8/28: Carrant Creek Fire

9/14: Pearl Mountain Fire

10/8: Hurricane Milton Support

10/10: Cyber Security, Election

11/7: Winter Weather

Emergency

Domestic Operations (2/2)

January 2024 to December 2024

31 Lives saved, aerial wilderness rescue services



DMVA National Guard Deployments

Total Deployed FY2024: 719 / Currently Deployed: 237



DMVA Highlights – Civil Air Patrol

- Cadet Encampments:
 - ✓ Summer: 96 cadets
 - ✓ Winter: 160 cadets
- Search & Rescue, Disaster Relief, Emergency Services Exercises
- STEM education



DMVA Highlights – Division of Veterans Affairs



- New Division Director, Bruce Cowan
- Comprehensive training database for VSOs and system users statewide
- Annual training conference
- Over 1.6 million grant funds awarded
- Veterans Memorial Cemetery
- Western Region One Source

QUESTIONS?

