



Commonwealth of Massachusetts Department of Public Health Military Culture Awareness

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Goal Statement

Goal:

- Provide an overview of military components and demographics of our Armed Forces
- Describe the mission of each military component and the total number of active duty, reserve and national guard components nationally and in the Commonwealth
- Review statistical data in Veteran utilization trends and Veteran forecast trends

Objectives:

- Promote a solid understanding of military core principles, structure, policies and transition to Veteran status in order to improve the services provided
- Increase awareness of Veteran issues to support employees who are Veterans

Agenda

- **Military Culture**
- **Military Components**
 - Active Component
 - Reserve Component
 - National Guard Component
- **National Veteran Census**
- **Commonwealth Veteran Census**
- **National Veteran Trends Forecast**

Military Culture

“(The military) exerts normative pressure on its members to conform to its unique institutional culture, a culture characterized by unconditional commitment to the mission, service before self, uncertainty and unpredictability in lifestyle, sometimes dangerous and frequent missions, frequent separation from family and acceptance of a way of life without some of the constitutional protections commonly expected by American citizens.” (Hunter 2007)

Military Culture: The Oath

"I, _____, do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; and that I will obey the orders of the President of the United States and the orders of the officers appointed over me, according to regulations and the Uniform Code of Military Justice. So help me God."

Military Branches

Army

- Motto: This We'll Defend.
- Army's Mission: "To fight and win our Nation's wars by providing prompt, sustained land dominance across the full range of military operations and spectrum of conflict in support of combatant commanders."



Marine Corps

- Motto: Semper Fidelis, "Always Faithful"
- Marine Corps Mission: The seizure or defense of advanced naval bases and other land operations to support naval campaigns. The development of tactics, techniques, and equipment used by amphibious landing forces. Such other duties as the President may direct. (National Security Act of 1947)



Navy

- Motto: Semper Paratus "Always Ready"
- Navy Mission: "To maintain, train and equip combat-ready Naval forces capable of winning wars, deterring aggression and maintaining freedom of the seas."



Military Branches

Air Force

- Motto: Above All
- Air Force Mission: “To deliver sovereign options for the defense of the United States of America and its global interests to fly and fight in air, space and cyberspace.”



Coast Guard

- Motto: Semper Paratus, "Always Ready"
- Coast Guard Mission: “To protect the public, the environment, and the United States economic and security interests in any maritime region in which those interests may be at risk, including international waters and America's coasts, ports, and inland waterways.”
- The Coast Guard can operate under the DoD as a service in the Department of the Navy if Congress declares war or at the request of the President.



Range of Military Operations

The fundamental purpose of military power is to deter or wage war in support of national policy. (Joint Publication 3-0: Joint Operations)

- **Major Operations and Campaigns.** When required to achieve national strategic objectives or protect national interests, the US national leadership may decide to conduct a major operation or campaign normally involving large-scale combat.
- **Crisis Response and Limited Contingency Operations.** A crisis response or limited contingency operation can be a single small-scale, limited-duration operation or a significant part of a major operation of extended duration involving combat.
- **Military Engagement, Security Cooperation, and Deterrence.** These ongoing activities establish, shape, maintain, and refine relations with other nations and domestic civil authorities (e.g., state governors or local law enforcement).



Doctors from the 411th Civil Affairs Battalion, an Army Reserve unit based in Danbury, CT, provided civilian patients with eye examinations in support of Combined Joint Task Force-Horn of Africa's and Djibouti Armed Forces Health Services.

Active vs. Reserve vs. National Guard

There are cultural differences between Active and Reserve components that are important to understand. While separate components, active-duty and reserve forces are integrated into a “total force,” with reserve forces responsible for augmenting their active counterparts.

Active Component (AC)

- Works “full-time” for the military
- Full time hours, full time benefit
- On-call 24hrs/day, 365 days a year
- Permanent force of the military
- 1.32 million members as of September 2016 (includes Enlisted, Warrant Officers, Commissioned Officers, Cadets/Midshipmen)

Reserve Component (RC)

- Part-time duties
- One weekend a month, 2 weeks a year
- Can be activated to augment AC
- 7 components

Active vs. Reserve vs. National Guard

National Guard Component (NGC)

- The National Guard is similar in function to the Reserves.
- The primary difference between the two is that while the Reserves are “owned” by the federal government, each individual state “owns” its National Guard.
- However, the National Guard may also be activated into Federal military service during times of need like the present wars in Iraq and Afghanistan.
- When activated, the National guard essentially has a dual mission to serve its state as well as the federal government.
- Regardless of Reserve or Guard status, when a RC unit gets activated or mobilized they are essentially being called into active duty status and serve as such.

LOCATION STATE / COUNTRY	ACTIVE DUTY						NATIONAL GUARD / RESERVE							
	ARMY	NAVY	MARINE CORPS	AIR FORCE	COAST GUARD	TOTAL	ARMY NATIONAL GUARD	ARMY RESERVE	NAVY RESERVE	MARINE CORPS RESERVE	AIR NATIONAL GUARD	AIR FORCE RESERVE	COAST GUARD RESERVE	TOTAL
MASSACHUSETTS	361	389	167	1,040	1,575	3,532	5,996	3,219	303	858	2,162	2,140	402	15,080
GRAND TOTAL	471,272	320,101	183,501	313,723	39,597	1,328,194	341,589	198,395	57,980	38,517	105,887	69,364	6,573	818,305

Defense Manpower Data Center, Active Duty and Reserve Service Members September 30, 2016.

https://www.dmdc.osd.mil/appj/dwp/dwp_reports.jsp

Military Rank Structure

The military is comprised of three general categories of rank that include:

1. Enlisted (E1 – E-9)
2. Warrant Officers (W1 – W5), and
3. Commissioned Officers (O1 – O11)

Enlisted Service Members

- Account for the majority of military personnel
- Enlisted personnel typically perform specific job functions like an employee at a company
- You may hear enlisted members referred to by their pay grade such as “E-1” or “E-6”
- Pay grades are the same across services although the corresponding rank might have a different name
- Enlisted personnel generally have a high school diploma (or equivalent), however many have or are actively working towards higher degrees

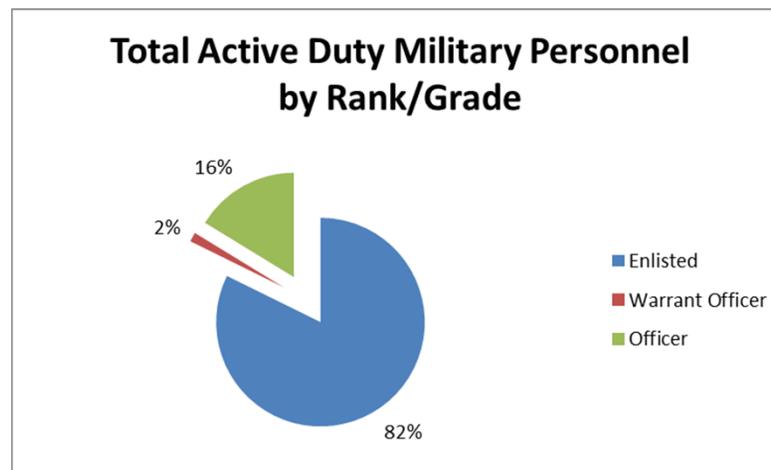
Warrant Officers

- Warrant Officers are highly specialized experts in specific career fields
- Their purpose is to provide specialized knowledge and instruction in their primary specialty (e.g., a pilot)
- Warrant Officers do not focus on increased levels of command and staff duty positions like Commissioned Officers who are generalists
- There are no warrant officers in the Air Force

Military Rank Structure

Commissioned Officers

- Commissioned Officers are similar to managers or leaders in a company. The commissioned ranks are the highest in the military.
- These officers hold Presidential commissions and ranks are confirmed by the Senate.
- As an officer moves up rank he or she gains more experience in different areas with the ultimate goal of taking command over more and more troops.
- In general, commissioned officers have a minimum of a four-year bachelor's degree and additional advanced degrees (e.g., a masters) are encouraged to continue to be promoted.



Department of Defense: Active Duty Military Personnel by Rank/Grade (September 30, 2015)

National Veteran Census

Veterans by Period of Service and by Children in or Not in the Household as of 9/30/2015

Period of Service (POS)	At Least 1 Child in the Household	Children Not in the Household	Total
WWII	78,471	513,021	591,492
Korean Conflict	145,388	781,044	926,432
Vietnam Era	1,380,421	4,307,693	5,688,114
Pre-9/11	1,563,409	2,060,298	3,623,707
Post-9/11	1,841,449	2,867,646	4,709,095
Peacetime and Other	1,416,351	3,210,434	4,626,785
Total	6,425,489	13,740,136	20,165,625

Source: U.S. Veterans Eligibility Trends and Statistics, 2015
Prepared by the National Center for Veterans Analysis & Statistics

Note: POS is for the latest period of service if there are multiple period of services and the total count reflects all living Veterans as of 10/1/2014 or used VA benefits in FY15.

https://www.va.gov/vetdata/docs/Quickfacts/Veterans_by_POS_and_by_Children.pdf

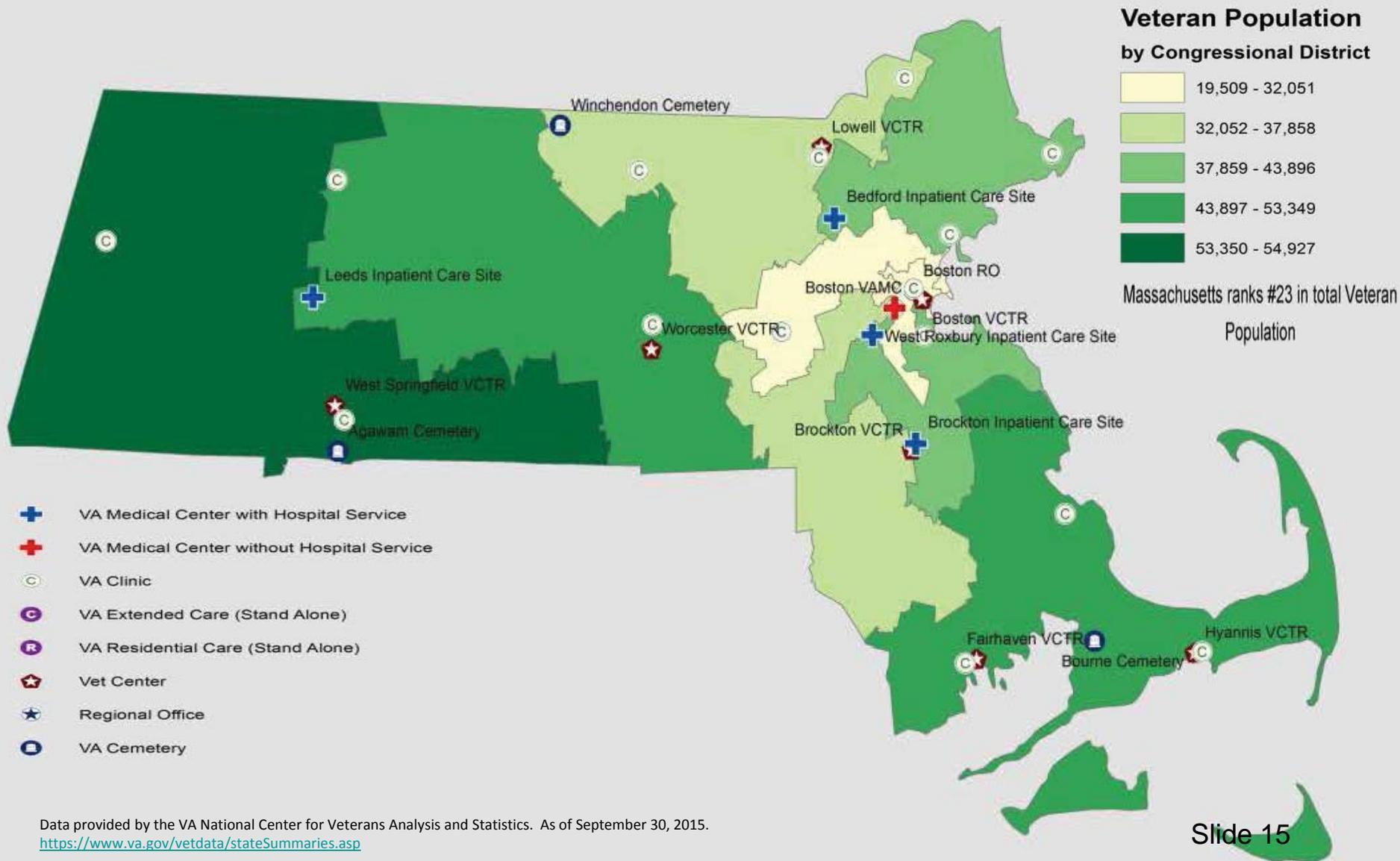
Commonwealth Veteran Census

<u>VETERAN POPULATION (as of 9/30/2015)</u>				
	National	Massachusetts	New Hampshire	Rhode Island
Number of Veterans	21,681,000	368,000	111,000	70,000
Number of Women Veterans	2,035,000	26,000	9,000	5,000
Number of Veterans Age 65 and Over	9,934,000	197,000	53,000	36,000
<u>FACILITIES (as of 9/30/2015)</u>				
Number of Inpatient Care Sites	178	5	1	1
Number of Outpatient Care Sites	1,211	21	7	3
Number of Vet Centers	300	7	2	1
Number of VBA Regional Offices	56	1	1	1
Number of National and State Cemeteries	229	3	1	1
<u>BENEFITS (as of 9/30/2015)</u>				
Number of Veterans Receiving Disability Compensation	4,168,774	61,094	18,544	11,951
Number of Veterans Receiving Pension	295,078	3,641	903	886
Number of Dependency & Indemnity Compensation (DIC) Beneficiaries	387,375	5,872	1,561	1,164
Number of Death Pension Beneficiaries	206,376	2,690	513	685
<u>HEALTH CARE (as of 9/30/2015)</u>				
Number of Enrollees in VA Health Care System	8,965,923	133,737	43,767	28,210
Number of Unique Patients Treated	5,958,849	84,626	29,595	19,707

Data provided by the VA National Center for Veterans Analysis and Statistics. As of September 30, 2015

<https://www.va.gov/vetdata/stateSummaries.asp>

Commonwealth Map



Data provided by the VA National Center for Veterans Analysis and Statistics. As of September 30, 2015.
<https://www.va.gov/vetdata/stateSummaries.asp>

Commonwealth Veterans Hospitals

Soldiers' Home Chelsea

Established in 1882, the Soldiers' Home in Chelsea is a multifaceted health care facility available to eligible veterans of the Commonwealth of Massachusetts. The Soldiers' Home is a state-funded, fully accredited health care complex that offers Veterans:

- long term care
- skilled nursing
- full-time residential accommodations, and
- a multi-service outpatient department

<http://www.mass.gov/eohhs/gov/departments/che/>



Commonwealth Veterans Hospitals

Soldiers' Home in Holyoke

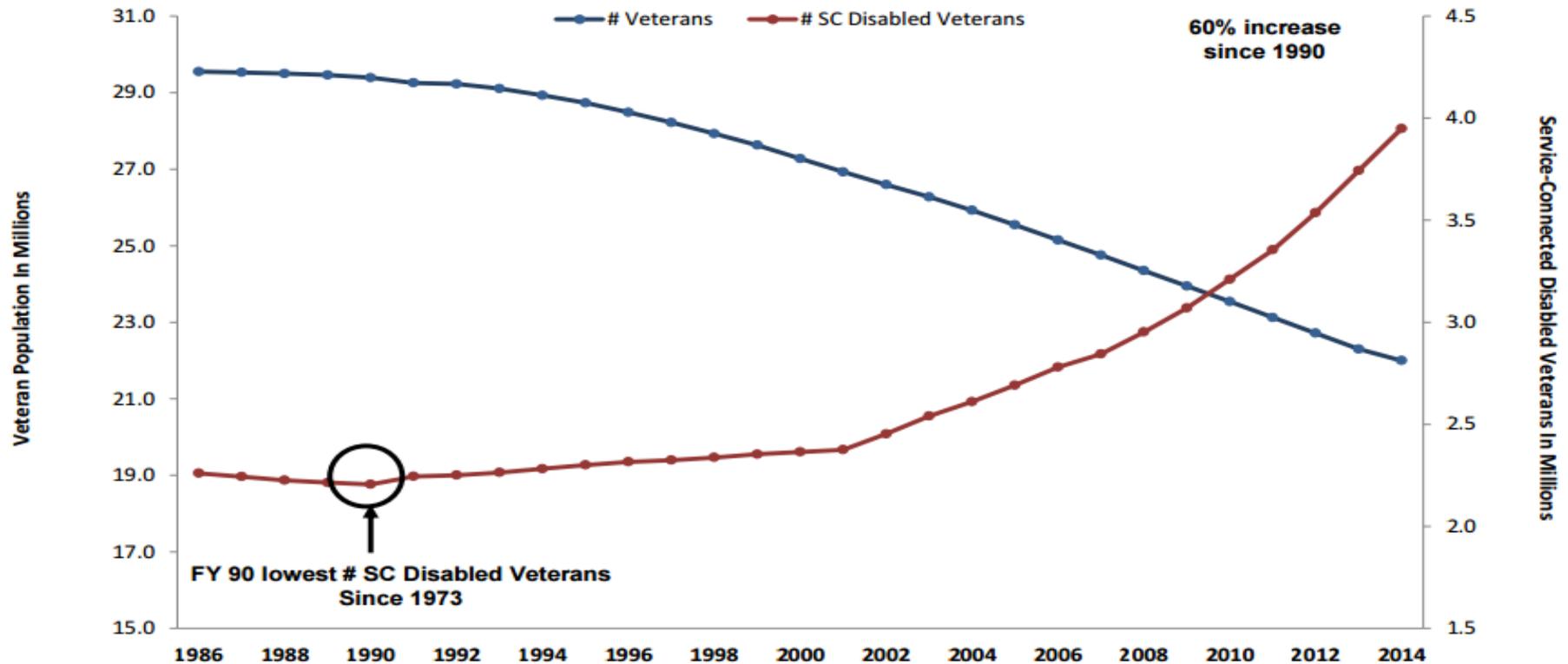
Established in 1952, The Soldiers' Home in Holyoke is a multifaceted health care facility available to eligible veterans of the Commonwealth of Massachusetts. The Soldiers' Home is a state-funded, fully accredited health care facility that offers Veterans:

- Quality health care
- Hospice care, including full-time residential accommodations
- On-site dental clinic
- Veterans assistance center, and
- Multi-service outpatient department

<http://www.mass.gov/eohhs/gov/departments/hly/>



The Veteran population has been declining since 1986 while the number of Veterans with a service-connected disability has been on the rise.

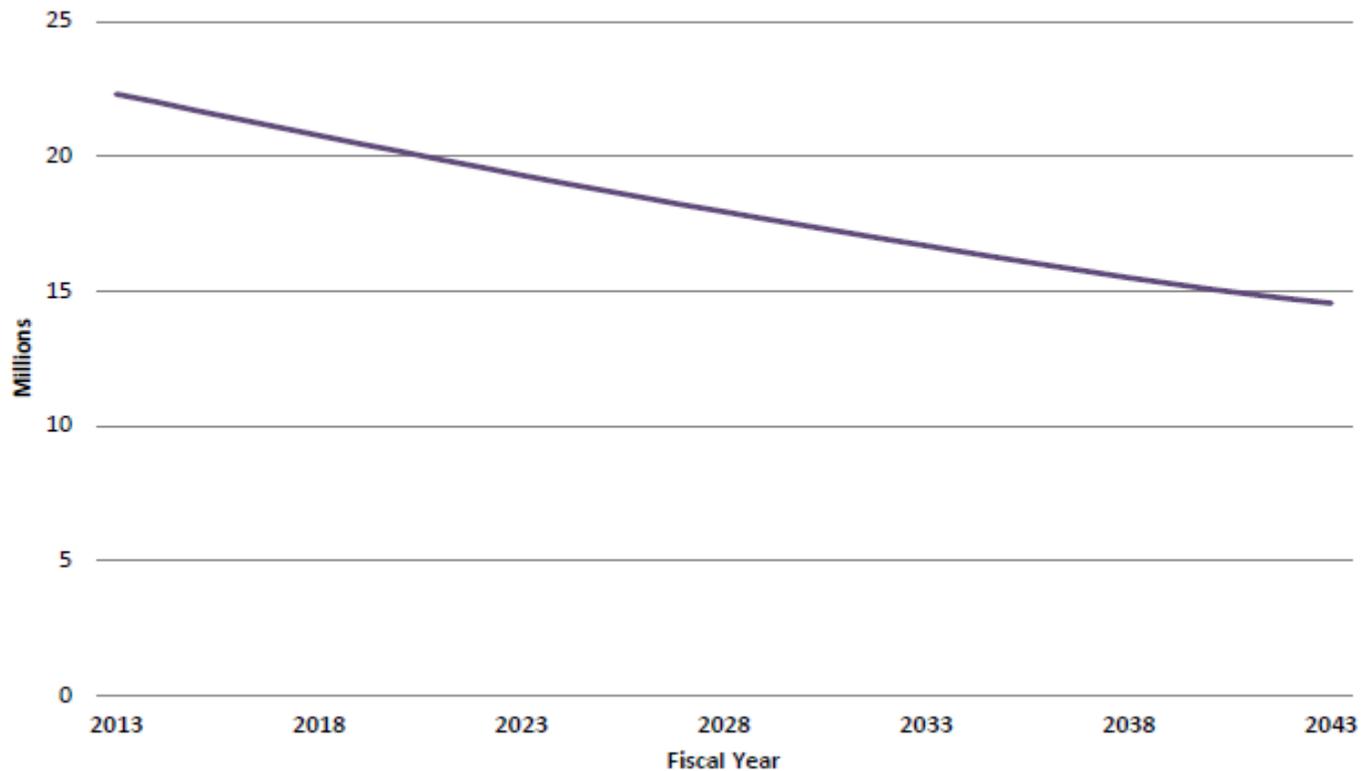


- "Service-connected" means the disability was a result of disease or injury incurred or aggravated during active military service. (Title 38, U.S. Code of Federal Regulations, Part 4.)
- Service-connected disability ratings are graduated based on the degree of the Veteran's disability on a scale of 0 to 100 percent, in increments of 10 percent.
- Zero percent is a valid rating and is different than having no rating at all.

Source: Department of Veterans Affairs, Veterans Benefits Administration Annual Benefits Reports, 1985-2014; Office of Policy & Planning, Office of the Actuary, Veteran Population Projection Model (VetPop), 2014. Prepared by the National Center for Veterans Analysis and Statistics. https://www.va.gov/vetdata/docs/QuickFacts/SCD_trends_FINAL_2014.PDF

National Veteran Trends Forecast

Projected Veteran Population 2013 to 2043

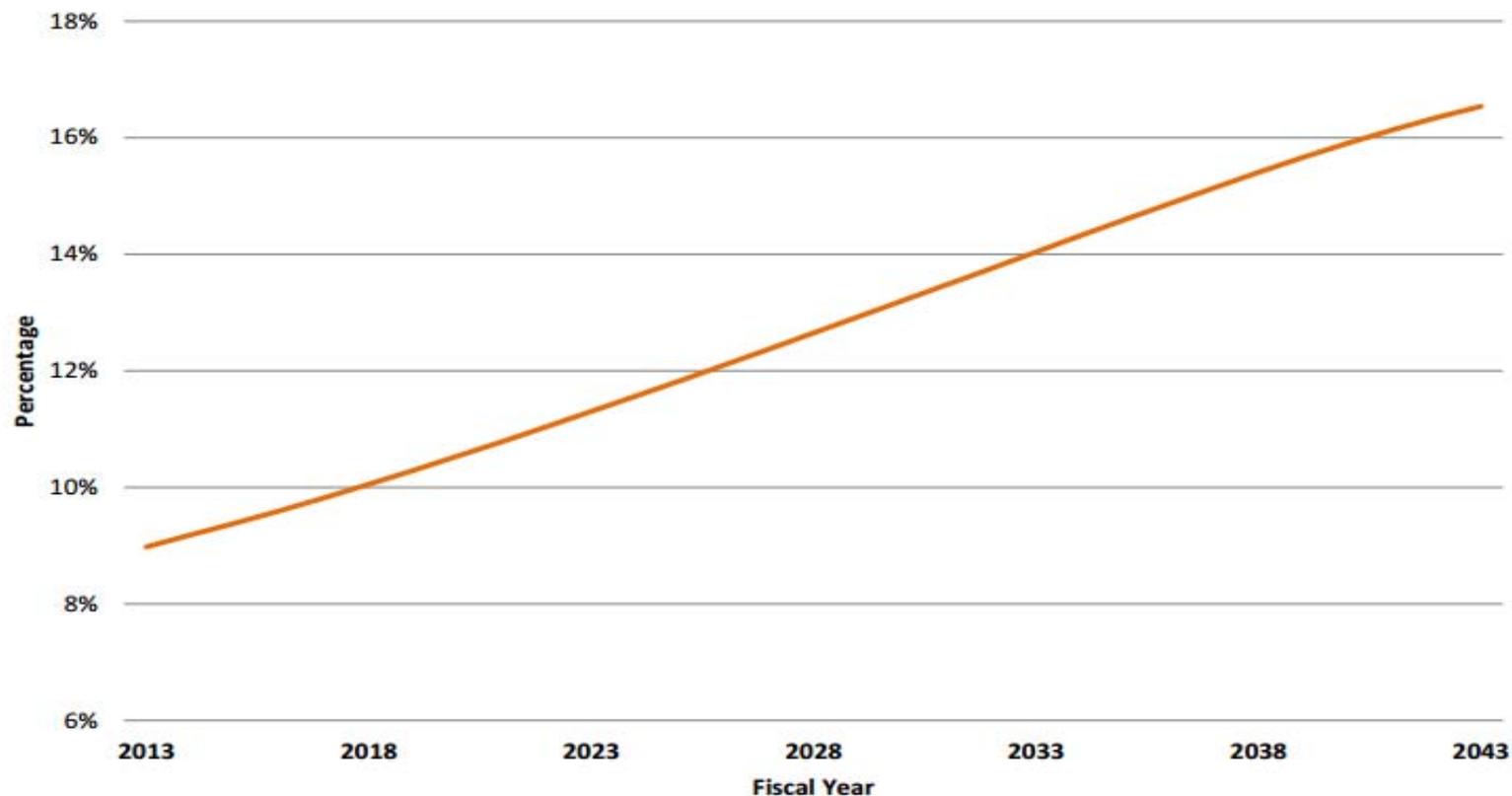


Source: Office of the Actuary, Veteran Population Projections Model (VetPop2014), Table 1L

United States Department of Veterans Affairs. National Center for Veterans Analysis and Statistics. "Projected Veteran Population 2013 to 2043." https://www.va.gov/vetdata/docs/QuickFacts/Population_slideshow.PDF. (13 October 2014). Web. 9 January 9, 2017.

National Veteran Trends Forecast

Projected Percent of Female Veteran Population 2013 to 2043

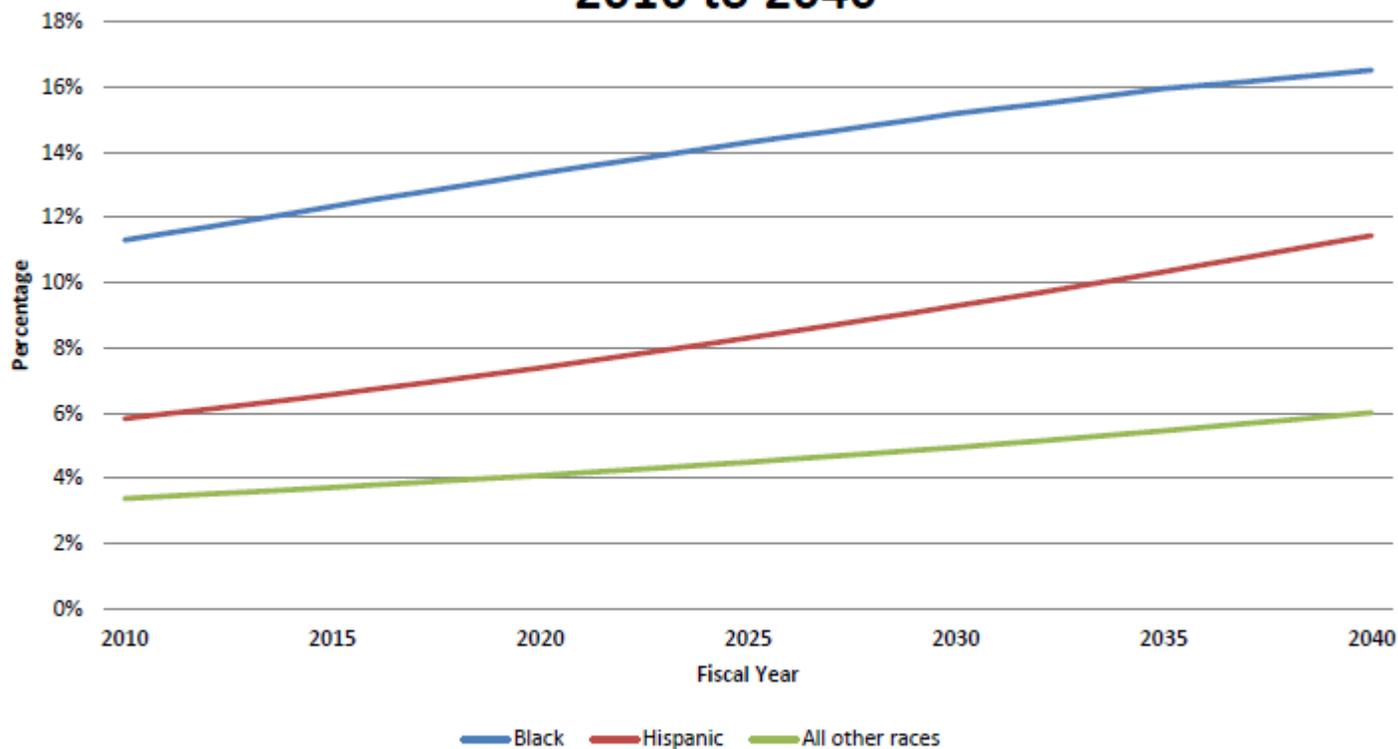


Source: Office of the Actuary, Veteran Population Projections Model (VetPop2014), Table 1L

United States Department of Veterans Affairs. National Center for Veterans Analysis and Statistics. "Projected Veteran Population 2013 to 2043." https://www.va.gov/vetdata/docs/QuickFacts/Population_slideshow.PDF. (13 October 2014). Web. 9 January 9, 2017.

National Veteran Trends Forecast

Projected Percent of Minority Veteran Population 2010 to 2040



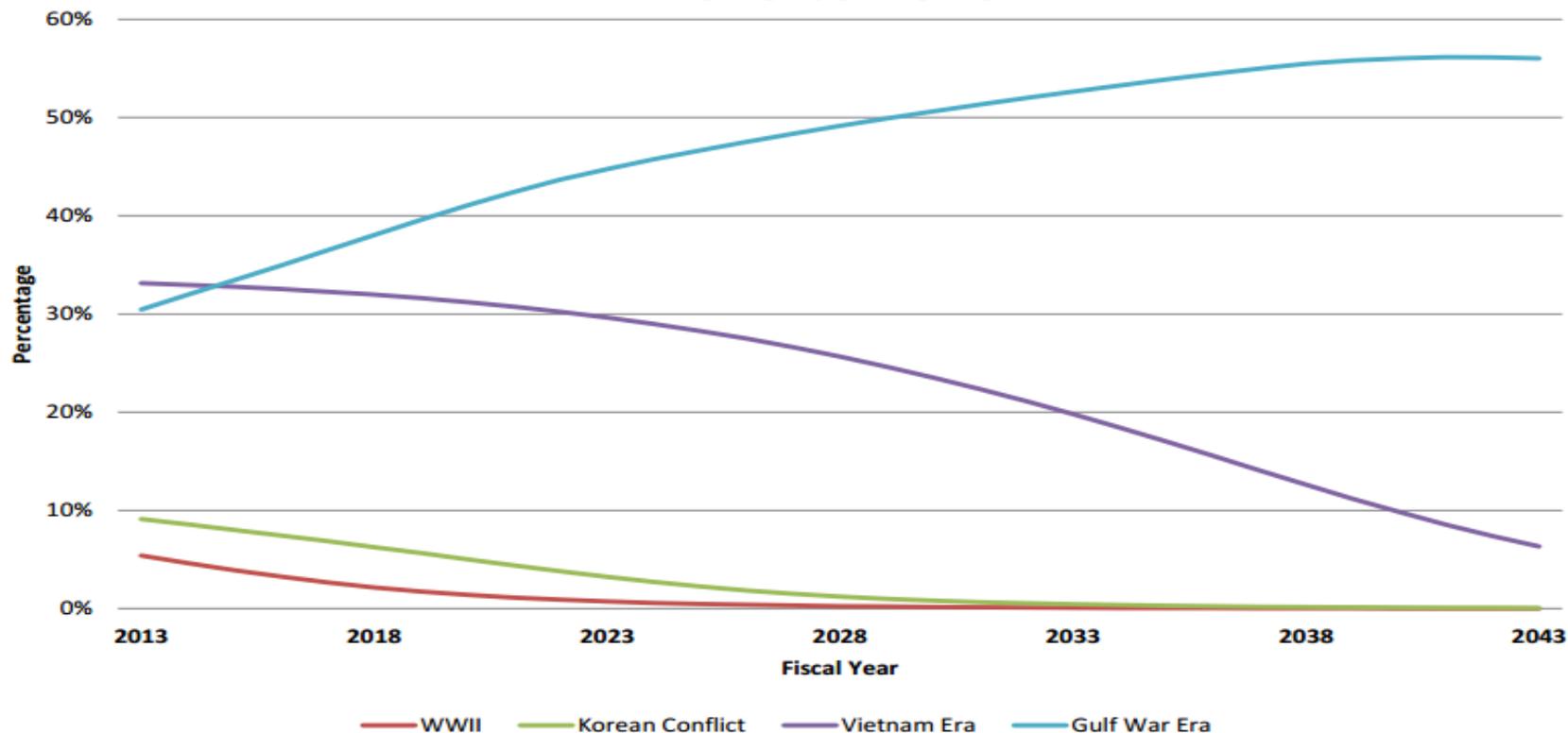
Note: Categories are mutually exclusive. 'Black' and 'All other races' are not Hispanic.
'All other races' includes American Indian/Alaskan Native, Asian, Pacific Islander, and Other.

Source: Office of the Actuary, Veteran Population Projections Model (VetPop2011), Table 3L

United States Department of Veterans Affairs. National Center for Veterans Analysis and Statistics. "Projected Veteran Population 2013 to 2043."
https://www.va.gov/vetdata/docs/QuickFacts/Population_slideshow.PDF. (13 October 2014). Web. 9 January 9, 2017.

National Veteran Trends Forecast

Projected Percent of Veteran Population by Period of Service 2013 to 2043



Source: Office of the Actuary, Veteran Population Projections Model (VetPop2014), Table 2L

United States Department of Veterans Affairs. National Center for Veterans Analysis and Statistics. "Projected Veteran Population 2013 to 2043." https://www.va.gov/vetdata/docs/QuickFacts/Population_slideshow.PDF. (13 October 2014). Web. 9 January 9, 2017.

Veteran Status & Eligibility

U.S. Department of Veteran Affairs (Federal)

Basic Eligibility

- A person who served in the active military, naval, or air service and who was discharged or released under conditions other than dishonorable may qualify for VA health care benefits including qualifying Reserve and National Guard members.

Minimum Duty Requirements

- Veterans who enlisted after Sept. 7, 1980, or who entered active duty after Oct. 16, 1981, must have served 24 continuous months or the full period for which they were called to active duty in order to be eligible. This minimum duty requirement may not apply to Veterans discharged for hardship, early out, or a disability incurred or aggravated in the line of duty.

United States Department of Veterans Affairs. "Federal Benefits for Veterans, Dependents and Survivors".

http://www.va.gov/opa/publications/benefits_book/2016_Federal_Benefits_for_Veterans.pdf. (2016 Edition). Web. 3 January 2017.

Commonwealth of Massachusetts (State)

Definition of a Veteran

- "Eligibility - To be eligible for veterans' benefits, one must be a "veteran" or a dependent of a "veteran" under M.G.L. c. 4, sec. 7, cl. 43rd as amended by the Acts of 2005, ch. 130. See below for service requirements and exceptions."

Commonwealth of Massachusetts. Benefits and Services. <http://www.mass.gov/veterans/benefits-and-services/definition-of-a-veteran.html>. (2017). Web. 9 January 2017.

Veteran Resources

Valor Act II: Circular Letter: DHCQ 15-11-646 -“Identification and Referral of Veterans by Health Care Providers”

<http://www.mass.gov/eohhs/docs/dph/quality/hcq-circular-letters/2015/dhcq-646.pdf>

Commonwealth of Massachusetts Veterans Benefits

- Veterans’ Services Officer, Chapter 115 benefits, SAVE:
<http://www.mass.gov/veterans/>
- Mass Clearing House “Veteran Resources”:
<http://massclearinghouse.ehs.state.ma.us/category/VET.html>
- BSAS Continuum: <http://helpline-online.com/>
- Have you ever served in the military? Campaign:
<http://www.haveyoueverserved.com/>
- MassVetsAdvisor Web Portal: www.massvetsadvisor.org
- Veterans’ Laws and Benefits: <http://www.sec.state.ma.us/cis/cisvet/vetidx.htm>
- Attorney General’s Veterans’ Resource Guide:
<http://www.mass.gov/ago/docs/civilrights/vets-guide.pdf>
- United States Department of Veterans Affairs: <https://www.va.gov/>

Veterans Employee Resource Network

- This past summer and December 2016, a small group of Veterans met to start planning a Veterans Employee Resource Group. This group is looking at ways to support new employees who are Veterans. If you are a Veteran and would like to join this planning group or would like more information, contact Christina McSheffery at Christina.McSheffery@state.ma.us.
- If you are a Veteran and have not self-identified, the form that needs to be submitted to HR is available at: <http://healthnet.dph.state.ma.us/hr/vet-self-id-form.pdf> . If you have questions about what it means to self identify, please reach out to our HR Liaison, Beth Rabasco.

Questions?



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- United States Air Force. “Air Force Mission.” <http://www.af.mil/AboutUs.aspx>. (2017). Web. 2 January 2017.
- United States Coast Guard. “Core Values.” <https://www.uscg.mil/auxiliary/corevalues.asp>. (12 December 2016). Web. 2 January 2017.