



Oregon Military Department Oregon National Guard

“The Service of Choice”



Mission, Vision, Values

- **Mission:** Defend America, Protect Oregonians
- **Vision:** We are the Military Service of Choice for Oregonians
- **Values:** Connected, Competent, Committed



Authorities

Title 32:
Federally funded and
regulated, **state
controlled**

State Active Duty:
State funded, **state
controlled**

Title 10:
Federally funded,
federally controlled

- **Governor** serves as Commander in Chief
- Traditional Guard members who drill one weekend a month and attend 15 days of annual training during the year do so in a Title 32 status.
- Most full-time National Guard cadre also fall under Title 32. Some are Active Guard or Reserve, also called AGR, members on Title 32 active duty with pay and benefits provided by the federal government but remain under the command and control of their state or territory governor.
- **Governor** serves as Commander in Chief
- Guard members called to State Active Duty by their governors are state employees when in a SAD status with pay and benefits determined by state law. Guard members in SAD are not eligible for federal pay or benefits.
- A state receiving federal disaster funds may in certain circumstances use those funds to pay for costs incurred from activating National Guard members on state active duty.
- **President** serves as Commander in Chief
- National Guard members serving under Title 10 orders are in an equivalent active-duty status as their active component counterparts.
- Title 10 orders are primarily used for overseas deployments to combat zones and overseas training.
- The National Guard is the Primary Combat Reserve to the active-duty Army and Air Force.
- They can also be used at duty stations, combatant commands and defense agencies in the U.S. or abroad.



ORNG T10 Support to Federal Agencies Update

- 28 SEP: 200 ORNG Soldiers called into Title 10 Federal Service effective immediately
- ORNG Mission: Provide 200 Soldiers to US Army North in support of Dept of Homeland Security
- T10 Mission: Protection of Federal Facilities
- Soldier Readiness Processing: (1-2 days) medical screen and administrative validation of Soldiers for entry into a Title 10 Status
- US Army North: assumed command and control of ORNG Soldiers
- Civil Defense Operations (Crowd Control)/Rules for the Use of Force Training: (5 days)
- Title 10 order to cover 9/28– 11/27: This 60-day order covers mobilization, training, ~45-day Boots On Ground (BOG), demobilization activities, and earned leave
- Mission Activities: Training and maintaining ready status
- ~15 NOV: 100 Soldiers demobilized
- **2 JAN 2026: 100 remaining Soldiers received demobilization order**
- **Demobilization Activities: ~7 days at Fort Bliss, TX, Returned to OR January 15th**



ORARNG T10 Missions Update



Horn Of Africa (HOA)

UNIT(s): B/2-162 Infantry and A/741 Brigade Engineer Battalion

PAX: 199 Soldiers (111 Soldiers (B/2-162); 88 Soldiers (A/741))

MOB Location: Djibouti

MOB Date: 13-MAY-25 thru 15-MAR-26

MISSION: Units are conducting base security and security force operations.

Horn Of Africa (HOA)

UNIT: 141 Brigade Support Battalion

PAX: 14 Soldiers

MOB Location: Djibouti

MOB Date: 22-JUN-25 thru 15-APR-26

MISSION: Forward Logistical Element (FLE) conducting logistical support function to include vehicle maintenance, fueling operations, transportation of personnel, equipment, and supplies.

Southern Border

UNIT: A/1249 Forward Support Company

PAX: 58 Soldiers

MOB Location: Laredo, Texas sector

MOB Date: 12-OCT-25 thru 30-SEP-26

MISSION: Forward Support Company (FSC) conducting logistical support including vehicle maintenance, fueling operations, transportation of personnel, equipment, and supplies.

Test Measurement and Diagnostic Equipment (TMDE)

UNIT: 150 TMDE

PAX: 8 Soldiers

MOB Location: Iraq

MOB Date: 16-APR-26 thru ~ FEB-27

MISSION: Tactical support in calibration, repair, and diagnostic support

Horn Of Africa (HOA)

UNIT: A/442 Engineer Company

PAX: 50 Soldiers

MOB Location: Djibouti

MOB Date: 24-MAY-26 thru ~ FEB-27

MISSION: Engineer utility detachment that will provide electrical, plumbing, carpentry, and masonry support to housing on a Joint Operational Base.

European Deterrence Initiative

UNIT: 115 Mobile Public Affairs Detachment

PAX: 10 Soldiers

MOB Location: Germany

MOB Date: 25-AUG-26 thru ~ JUN-27

MISSION: Unit is a Mobile Public Affairs Detachment (MPAD) that will be creating news stories, videos, and photos to inform the public about military operations, within the U.S. European Command.



ORANG T10 Missions Update



Spartan Shield

Units: 173 Security Forces Sqdrn and 173 Logistics Readiness Sqdrn

PAX: 3 (2 173 SFS, 1 173 LRS)

MOB Locations: Al Udeid AB, Qatar (SFS), Ali Al Salem AB, Kuwait (LRS)

Mob Date: 6-OCT-25 through 13-APR-26

Missions: 173 SFS members are providing Base Defense Operation capability, 173 LRS member is Providing POL Support capability.

Spartan Shield

Units: 270 Combat Airfield Ops Sqdrn / 173 Component Maint Sqdrn

PAX: 6 (5 CAOS, 1 CMS)

MOB Locations: CENTCOM (Classified)

MOB Period: Feb-26 through Dec-26 (Dates Classified)

Mission: 3 CAOS members providing Air Traffic Control Capability, 2 members providing Remote Maintenance Capability. 1 CMS member providing Information Assurance Functions.

INDOPACOM

Unit: 125th Special Tactics Squadron

PAX: 9

MOB Location: INDOPACOM

MOB Date: Oct '25 to Mar '26

MISSION: Special Operations

CENTCOM

Unit: 142nd Logistics Readiness Squadron

PAX: 1

MOB Location: Qatar

MOB Date: Jul '25 to Jan '26

MISSION: Joint Operations Plans

EUCOM

Unit: 123rd Combat Weather Flight

PAX: 1

MOB Location: Kosovo

MOB Date: Oct '25 to Jan '26

MISSION: Weather Support to USAFE



Legislative Update

Legislation from the 2025 session in effect as of 1 January 2026

- SB 798: Provides out-of-state members of the Oregon National Guard with in-state tuition and other higher education benefits.
- SB 806: Allows the Civil Air Patrol to use Oregon National Guard armories and facilities for official business at no cost.
- **SB 808: Provides hiring and promotion preferences in public employment to members and former members of the Oregon National Guard.**



Recruiting and Retention

- **We are 32% through the State Biennium**

- **Enlistment Enhancement Program (EEP)**

Total packets received/processed since beginning the program: 229

126 since 01 JUL 2025

More packets processed since beginning this biennium than during the entire last biennium (103).

Percent of funding remaining: 37.8%

\$50k of State Funds added to the program on 29 December 2025

\$25K of State Funds added to the program on 20 January 2026

- **Oregon State Retention Bonus (OSRB) - SB 807 2025 Session**

Program effective on 1 July 2025

Total packets processed: 369

Percent of funding remaining: 52.8%

Percent changed from ETS or Undecided to Reenlist: 42%



Who is Eligible to Join the ORNG?

- Age:
 - Army NG: 17-35 (up to age 42 with waiver)
 - Air NG: 17-42
- US Citizen or permanent resident
- High School graduate or equivalent
- Meet minimum score on the Armed Service Vocational Aptitude Battery (ASVAB)
- Meet medical, physical, and moral standards





Benefits

Opportunity to Serve

- Defend America and Protect Oregonians
- Serve the community where you live and work
- We believe in the value of Service





Benefits

The People

- The Best of Oregonians
- Teamwork
- Mentorship
- The Guard Family



BE CONNECTED ★ BE COMPETENT ★ BE COMMITTED



Benefits

HEALTH INSURANCE

- Access to healthcare benefits at reduced cost (may mitigate health insurance costs to civilian employers)
 - TRICARE Reserve Select (Health) Insurance:
 - Member: \$53.80/month
 - Member + Family: \$274.48/month
- NOTE: Average health insurance cost in OR: \$488 (w/out premium tax credits)
- Dental:
 - Member: \$9 - \$12 / month
 - Member + Family: \$84 - \$87 / month





Benefits

LIFE INSURANCE

- Service Members Group Life Insurance (SGLI):
 - (Member) \$500k policy = \$31/month
 - (Spousal) \$100k coverage (under 35yrs of age) = \$4.50/month
 - (Member) Traumatic Life Insurance (automatic with SGLI coverage)
 - (Member) \$100k death gratuity = Free
- State Sponsored Life Insurance (SSLI):
 - (Member) \$1,000 policy = free
 - (Member) \$260,000 = \$28.66/month (under 50 yrs) + spouse options
 - Emergency Death Benefit up to \$26,000 within 24-72 hours





Benefits

RETIREMENT (Blended)

- Pension payable (at age 60) with successful completion of 20 or more years of service
- Transferrable to member at separation
- Similar to a 401(k) with matching
- Tri-Care for Life
- Veterans Long-Term Health Care

HOUSING

- Ability to leverage Federal VA and Oregon VA (if eligible) housing benefits, making stable housing more accessible
- Oregon Housing Market (2024):
 - Median Home Price: \$482,600
 - Average Conventional loan down payment: 16.9% (\$81,559)
 - No down payment required for Federal VA home loan
 - Potentially lower interest rates with Oregon VA





Benefits



EDUCATION

- GI Bill for College or University (Ch. 1606)
 - \$481/month with potential for \$350 Kicker
- GI Bill for On-the-Job Training & Apprenticeships (Ch. 1606)
 - Months 1-6 (75%): \$360.75 for each full month
 - Months 7-12 (55%): \$264.55 for each full month
 - After the first year (35%): \$168.35 for each full month





Benefits

EDUCATION

- Post 9-11 GI Bill Benefits (Requires specific Active-Duty service)
 - Up to 36 months of tuition/fees paid at public university or college
 - Up to \$28,937.09 at Private or Foreign Schools
 - Includes yearly \$1000 Book Stipend
 - Up to \$27,120 for non-college degree programs (i.e. HVAC repair, truck driving, EMT, cosmetology school, trades, etc.)
 - Includes Monthly Housing Allowance rate based on school zip code (EX: for Salem, 2024: \$1,929/month)

NOTE: Average rent for an apartment in Salem: \$1,438/month





Benefits

EDUCATION

- ORNG Guard State Tuition Assistance (ONGSTA)
- 100% funding for tuition (not to exceed state resident rate) for undergraduate studies at any Oregon public university or college
- Includes Career and Technical Education (CTE) programs
- Covers books and general administrative service fees*
- Some Private Universities in Oregon accept ONGSTA (\$274 per credit)





Education Costs

- Post 9-11 GI Bill can be transferred to dependents for those who qualify while actively serving
- Requires 6 years of completed service and agree to serve 4 more years
- Can be split between dependents: spouse and/or multiple children
- Dependents can receive a monthly housing allowance



Oregon State University

— 2024-2025 Estimated Resident Undergraduate Corvallis and Cascades

Expense	3 Terms
Tuition and Fees (15 CR) ¹	\$14,487
Living Expenses (Food and Housing)	\$16,386
Estimated Billable Cost Total	\$30,873
Books, Course Materials, Supplies, and Equipment	\$600
Personal and Miscellaneous	\$2,682
Transportation	\$810
Estimated Non-Billable Cost Total	\$4,092
Estimated TOTAL	\$34,965



University of Oregon

2024-25 Estimated Undergraduate Cost of Attendance

Oregon Resident	Nonresident
Resident Costs	
Tuition and Fees*	\$16,137
Living Expenses (On-Campus Housing and Food)**	\$16,611
UO Costs Total	\$32,748
Books, Course Materials, Supplies, and Equipment	\$1,362
Miscellaneous Personal Expenses	\$2,538
Transportation	\$444
Total Cost	\$37,092



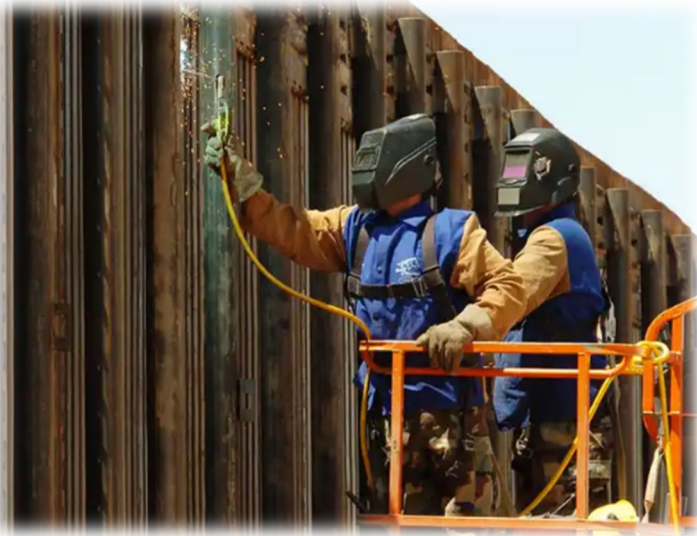
Military Skills Transfer



- Many military occupational specialties relate directly to the civilian job market
- Service members receive screenings (physical/drug/security), technical skills training, and job credentials; demonstrates:
 - Greater stability
 - Higher personal accountability and responsibility
 - Potential cost savings to civilian employer
- Intangible skills are hallmarks of military training, including:
 - Physical & mental resiliency
 - Leadership development
 - Working on/building teams
 - Commitment and discipline
 - Experience in high pressure conditions



Military – Civilian Job Skills Transfer



Job	Army	Air
Plumber	Plumber	Water & Fuel Systems Maintenance
Electrician	Interior Electrician	Electrical Systems Specialist
HVAC	Utilities Equipment Repairer	HVAC & Refrigeration
Mechanic	Wheeled Vehicle Mechanic	Mission Generation Vehicular Equipment Maintenance
Food Workers	Culinary Specialist	Services
Human Resources	Human Resources Specialist	Force Support and Administration
Nurse	Nurse	Aerospace Medical Service
EMT	Combat Medic	Aerospace Medical Service Specialists



Benefits for Employment

Department of Labor's Registered Apprenticeship Program

- Employers can receive consulting wages from DOL in the design, development, and structure of their Registered Apprenticeship program
- Upon completion of the program, the apprentice will earn a nationally recognized credential
- May be eligible for the Career Skills Program/SkillsBridge (military pays service members' salary while in pre-apprenticeship training program)
- Increased employee retention/reduced turnover costs
- Work Opportunity Tax Credit (WOTC) available to employers who hire veterans (can reduce employer's federal income tax liability by as much as \$9,600 per vet hired)
- *NEW Civil Service Hiring Preference (*Beginning January 2026)



Time Requirements and Pay

- ORNG Servicemembers must complete duty on average one weekend/month and 15 active-duty days during the fiscal year. This is dependent upon each unit and mission
- Drill Pay (2 Days = 4 Days Active-Duty Base Pay)
 - Enlisted: E-6 (Average at 10 Yrs of Svc): \$589
 - Warrant Officer: CW2 (Average at 10 Yrs of Svc): \$760
 - Officers: O-3 (Average at 10 Yrs of Svc): \$979
- Annual Training (15 Days)
 - Enlisted: E-6 (Average at 10 Yrs of Svc): \$2,795
 - Warrant Officer: CW2 (Average at 10 Yrs of Svc): \$3,540
 - Officers: O-3 (Average at 10 Yrs of Svc): \$4,544
- Deployments (varies depending on mission requirements)





Current Enlistment / Reenlistment Bonus

- Oregon Army National Guard
 - Enlistment = \$10,000 - \$20,000 depending on Military Occupational Specialty (MOS)
 - Off-Peak Bonus up to \$7,500
 - Re-enlistment = \$10,000 for 3 years depending on Military Occupational Specialty (MOS)
- Oregon Air National Guard
 - Enlistment / Reenlistment = \$25,000 - \$70,000
- **Oregon State Reenlistment Bonus (OSRB)**
 - Reenlistment = \$5,000 for 3 years





Challenges

- Recruiting
 - Qualified to Serve
 - Propensity to Serve
 - Enlistment Bonuses
 - Enlistment Enhancement Program (EEP)
- Retention
 - **State-Funded Retention Bonus!**





Conclusion

- The ORNG offers several benefits to service members including pay, health/life insurance, education, VA eligibility, and retirement
- **We serve to:**
 - **Defend America**
 - **Protect Oregonians**

