# Arizona State Veteran's Benefits

## 2020



The state of Arizona provides several veteran benefits. This section offers a brief description of each of the following benefits.

- Housing
- Financial Assistance
- Employment
- Education
- Recreation
- Other State Veteran Benefits

## Housing

#### Loans

Current or former military members may apply for a VA home loan if they plan to purchase, build or repair a home. Home loans for veterans include a Purchase Loan, Cash-Out Refinance, Interest Rate Reduction Refinance Loan (IRRRL), Native American Direct Loan (NADL) or an adapted housing grant. Veterans may apply through VA home loan lenders of their choice or online.

#### Arizona State Veteran Home - Phoenix

One of two Arizona State Veteran Homes is located in Phoenix at 4141 N. 3rd Street. It is a 200 bed, skilled care nursing facility operated and maintained by the Arizona Department of Veterans' Services. This is a State owned and operated facility built next to the Veterans Administration Medical Center and Steele Indian School Park. ASVH serves the long term care and rehabilitative needs of the veterans of Arizona. The 200 beds are divided into one hundred fifty long term care beds, a twenty five bed memory care unit and a twenty five bed Medicare/rehab focused unit. ASVH provides rehabilitative therapy seven days a week. Physical therapy is designed to improve movement and function. Occupational therapy is designed to improve memory and swallowing disabilities. A

Snoezelen room, originated and developed in Holland, provides a quiet therapeutic stimulating visual environment for dementia residents. The facility provides a free private telephone for local calls at bed side for each resident and free cable TV. Each resident room contains a TV and a DVD player. The facility has a 1,000 DVD movie library. Residents can enjoy the internet throughout the building using facility provided WIFI. They also have a high-quality movie theater for hosting special movie and documentary screenings.



Honorably separated Veterans including their spouses and widows are eligible for admission. ASVH has an energetic and caring staff that provides nursing care, therapeutic recreation and social services to those who have served us. A Veterans Benefits Counselor is available onsite to assist the veteran resident in obtaining their veteran benefits/pension. Social Services are available to provide psychosocial support and discharge planning for residents and their families. Veteran seniors and their spouses who choose longterm care enjoy a vibrant, independent lifestyle with customized services to fit their needs. Resident veterans enjoy comfort, dignity and warm social connections. A variety of activities are planned and promoted, increasing the sense of community for each resident. Caregivers are respectful, well-trained and attentive.

#### Arizona State Veteran Home - Tucson

The other Arizona State Veteran Home is located next to Southern Arizona VA Health Care System (VA Hospital) at 555 East Ajo Way Tucson, AZ 85713 (520) 638-2150. Admission # (520) 638-2159. This 130,000-square-foot 120 skilled bed facility offering many amenities to Arizona's veterans such as all private rooms, full baths, and selective dining in a homelike environment. The facility provides a free, private, resident-use telephone for local calls at bedside, and free cable TV. The facility boasts a 1000 DVD shared movie library, and residents may enjoy internet access on their own personal electronic devices throughout the building using facility-provided WiFi. Effective August 2019, it was to have a high-quality movie theater for hosting special movie and documentary video screenings. The facility provides a range of medical aid, including respiratory rehabilitation and speech, occupational and physical therapy. At https://www.youtube.com/watch?v=OYw8p8spe3g an informative ASVH-Tucson 2016 video can be viewed.



Applicants for either home are eligible for admission if they are an honorable separated veteran or the spouse of a veteran. The applicant must require skilled nursing care as determined by a physician. There must be documented evidence of the absence of tuberculosis. Admission information and forms may be obtained by calling the Admission Coordinator at 602-248-1594 X 2746 and/or via the internet at https://dvs.az.gov/state-veteran-home-tucson. Close personal assistance is provided in completing the admission documents.

## **Financial Assistance**

#### **Income Tax Exemptions**

- Active duty pay is tax-free.
- Federal (Civil Service or Military Retirement) payments (including SBP) of up to \$3,500.00 per year are tax-free.

#### **Property Tax**

Exemption for property of widows, widowers, and disabled persons. A. The property of widows, widowers, and disabled persons who are residents of this state is exempt from taxation to the extent allowed by Article IX  $\hat{A}$  2, 2.1, 2.2, and 2.3, Constitution of Arizona, and subject to the conditions and limitations prescribed by this section. NOTE: The exemption is applied to real estate first, then to a mobile home or an automobile. Contact your County Assessor office for eligibility.

#### Vehicle License Tax and Registration Fees.

No license tax or registration fee is collected from any 100% service-connected disabled veteran for a personally owned vehicle. A veteran residing in Arizona is exempt from a vehicle license tax on a vehicle acquired by the veteran through financial aid from the VA. This also applies to the surviving spouse, if the veteran dies, until they remarry.

#### **Fiduciary Services**

If fiduciary services as guardian of a veteran, conservator of a veteran's estate or both is needed; the Arizona Department of Veterans' Services is authorized by A.R.S. § 41-605 to provide these services. For more specific information regarding veteran fiduciary programs, contact the Fiduciary Division at (602) 248-1554.

## **Employment**

The Arizona Department of Veterans Services is actively working to ensure every Veteran and Service Member comes home to a job. Whether you're wishing to work for an established employer or start your own business, the Arizona Department of Veterans Services is compiling the tools and information to help you secure your economic well-being. For an overview of employment opportunities/assistance refer to https://dvs.az.gov/services/employment.

#### **Gold Card**

The Gold Card provides unemployed post-9/11 era veterans with the intensive and follow-up services they need to succeed in today's job market. The Gold Card initiative is a joint effort of the Department of Labor's

Employment and Training Administration (ETA) and the Veterans' Employment and Training Service (VETS). An eligible veteran can present the Gold Card at his/her local One-Stop Career Center (<u>https://www.careeronestop.org/LocalHelp/service-locator.aspx</u>) to receive enhanced intensive services including up to six months of follow-up. The enhanced in-person services available for Gold Card holders at local One-Stop Career Centers may include:

- Job readiness assessment, including interviews and testing;
- Development of an Individual Development Plan (IDP);
- Career guidance through group or individual counseling that helps veterans in making training and career decisions;
- Provision of labor market, occupational, and skills transferability information that inform educational, training, and occupational decisions;
- Referral to job banks, job portals, and job openings;
- Referral to employers and registered apprenticeship sponsors;
- Referral to training by WIA-funded or third party service providers; and
- Monthly follow-up by an assigned case manager for up to six months.

Eligible veterans can print a Gold Card at https://www.dol.gov/agencies/vets .

#### **Employers Looking to Hire Veterans & Vice-Versa**

#### Employers Seeking Veterans

If you would like to post employment positions within your organization, the sample resources below provide you with the ability to post open positions. The Arizona Department of Veterans' Services does not have a dedicated employment website; however, ADVS provides many resources and benefits to our state's veteran population as well as our uniformed service members to include the Guard and Reserve, and their family members in seeking employment.

Although these are not the *only* resources available and some are on a national scale, many have listings for Arizona. You can even visit the State of Arizona jobs site and filter for jobs at the Arizona Department Veterans' Services!

#### Veterans Seeking Employment

If you are looking for employment resources, the sample resources below provide information regarding many employment opportunities for veterans, transitioning service members, and their families. The following are some resources that may be of assistance to include tips and information regarding resume building and skills translation.

- <u>Military-Veteran Resource Network (link is external)</u>
- Arizona Coalition for Military Families (link is external)
- Department of Economic Security Veterans Services (link is external)
- <u>AZ National Guard Quickstart Guide (link is external)</u>
- <u>Arizona Workforce Connection (link is external)</u>
- <u>Hero 2 Hired (link is external)</u>
- <u>Vet Jobs (link is external)</u>
- USA Jobs (Federal Government Jobs) (link is external)
- <u>Marine for Life (link is external)</u>
- <u>U.S. Department of Labor Career One Stop (link is external)</u>

- <u>Monster.com (link is external)</u> (general job search engine)
- Indeed.com (link is external) (IT & Technology jobs)
- VA/DOD Employment Portal (link is external)
- <u>State of Arizona Job Search website (link is external)</u> (you can filter AZ State Jobs by agency, keyword, etc)
- <u>U.S. Chamber of Commerce Foundation (link is external)</u>
- <u>Maricopa County Veteran Resources-Employment (link is external)</u>
- <u>Pinal County Jobs Page (link is external)</u>

#### **Economic Veterans Programs**

The primary objective of the Veterans Program is to develop and support programs that increase opportunities for veterans to obtain employment and job training in Arizona. Eligible veterans are entitled to receive priority services in job referrals and training by DES staff, as well as other employment-related services. As part of our services, we will provide Unemployment Insurance claimants with early intervention and immediate referrals to suitable job openings, including employment services customized to their job finding needs, such as job search workshops, job development, and screening for referrals to jobs, training or other support services. This will hasten the Unemployment Insurance claimant re-entry into employment.

- *AZDPS* (<u>https://www.governmentjobs.com/careers/azdps</u>) The Arizona Department of Public Safety has several opportunities for civilian support positions i.e. Telecommunications Technicians, Dispatchers, Criminologists, Facilities, Maintenance, Information Technologies, Coordinators and Software Analysis to name a few. Check out our website for a current listing of open positions and employee benefits.
- AZSTATEJOBS (<u>https://hr.az.gov/az-state-jobs</u>)

#### **DES Vet Programs**

DES operates two programs throughout Arizona to assist veterans in finding employment:

- *Disabled Veterans Outreach Program (DVOP):* DVOP specialists provide intensive services to meet the employment needs of special disabled veterans, disabled veterans, veterans and eligible persons. DVOP specialist are actively involved in outreach efforts to increase program participation among those with the greatest barriers to employment. Intensive Services provided by DVOP specialists include: assessments, employment plans, career guidance, referral to supportive services and training, connection to job openings.
- Local Veteran Employment Representative (LVER): LVER staff conduct outreach to employers and engage in advocacy efforts with hiring executives to increase employment opportunities for veterans, encourage the hiring of disabled veterans and generally assist veterans to gain and retain employment. LVER staff conduct seminars for employers and job search workshops for veterans seeking employment, and facilitate priority of service in regard to employment, training, and placement services furnished to veterans by all staff of the employment service offices.

#### **Civilian Credentialing Assistance**

A product for Army and Navy Service members, Credentialing Opportunities On-Line (COOL) defines civilian credentials which best map to their Military Occupational Specialties, ratings, jobs, designators, and collateral duties/assignments. It outlines the path, work, training and experience required to achieve

them. COOL also provides "how to" instructions for pursuing credentials, links to credentialing organizations, and cross-references to programs that may help Service members pay for credentialing fees.

#### Arizona Veteran Employment - Roadmap - Home

Arizona is home to more than 625,000 service members and veterans from all branches and eras of service. These individuals and their families have proven to be a valuable asset to our state and our workforce. The Arizona Roadmap to Veteran Employment, developed in partnership by the Arizona Department of Veterans Services, Arizona Coalition for Military Families, and many public and private sector partners and shareholders, is a comprehensive statewide effort that focuses on connecting service members, veterans, and their family members to employment opportunities, training, and resources. It is hoped you will find the following materials useful to understand veteran employment requirements and opportunities, and our and others efforts to fulfill them:

- Arizona Veteran Employment Roadmap Governor's Cover Letter (PDF) (link is external)
- Arizona Veteran Employment Executive Overview Document (PDF) (link is external)
- Arizona Veteran Employment Roadmap Full Document (PDF) (link is external)

Check out the video at the video at <u>https://vimeo.com/123695856</u> and the info provided at <u>https://arizonacoalition.org/?s=employment</u> for additional info.

#### **EMPLOYMENT PREFERENCES**

#### <u>Age Limits</u>

An honorably discharged veteran shall be eligible for employment preference, rights, and privileges under any merit system in the state or any political subdivision thereof, regardless of age, if otherwise qualified. A.R.S. § 38 - 491

#### Civil Service

Veterans who pass an examination for employment by the state, county or city will have 5 points added to their certification score. The veteran must have served for more than six (6) months and be separated under honorable conditions. Veterans entitled to compensation for a service-connected disability will have 10 points added to their certification score. Certain spouses or surviving spouses shall be given a 5 point preference if the veteran died of a service-connected disability: or as a member of the armed forces serving on active duty is (a) missing in action, (b) captured, or (c) forcibly detained or interned by a foreign power; or has total and permanent service-connected disability, or who died while such disability was in force. A.R.S. § 38 - 492.

#### Fire Department

Members of any fire company inducted into the military establishment of the United States for military training are authorized reinstatement to their previous rating after discharge from military service. A.R.S. § 9 - 971. The period of military service shall be included in computing the length of service of the fireman to determine eligibility for retirement. A.R.S. § 9 - 970.

#### Police & Fire Department

The period of military service shall be included in computing the length of service of the employee to determine eligibility for retirement. A.R.S. § 9 - 933. RESERVE STATUS/WAR EMERGENCY Appointive officers or employees of the state or of a political subdivision will be reinstated to their former positions upon completion of military service to which they were inducted or ordered during time of

war or was called to service because of their status as an active or inactive member of the Reserves. A.R.S. § 38 - 298.

#### Reserve Status/War Emergency

Appointive officers or employees of the state or of a political subdivision will be reinstated to their former positions upon completion of military service to which they were inducted or ordered during time of war or was called to service because of their status as an active or inactive member of the Reserves. A.R.S. § 38 - 298.

#### Credit for Military Service for State Retirement Benefits

A participant of the state system or plan may receive credited past service or future service for active military service if the participant was honorably discharged from service. The period of military service for which the participant receives credited service is not on account with any other retirement system. Contact the nearest state personnel office for additional information and eligibility. A.R.S. § 43 -1022(2)(a).

### Education

#### **State Approving Agency**

The primary responsibility and focus of the State Approving Agency (SAA) is to promote and safeguard quality education and training programs for all veterans and other eligible persons as well as to ensure greater education and training opportunities that meet the changing needs of veterans and to protect the GI Bill® resources available for those program. To view Arizona programs approved for veterans benefits refer to <a href="https://www.benefits.va.gov/gibill/school\_locator.asp">https://www.benefits.va.gov/gibill/school\_locator.asp</a>.

#### **In-State Tuition**

On April 6, 2015, the Governor of Arizona signed House Bill 2091, amending A.R.S. 15-1802 to comply with the "Choice Act" Section 702. Eligible veterans and dependents can be granted immediate residency, thereby receiving in-state tuition rates, by:

- Residing in the state
- Completing at least one of the following:
  - Registering to vote in Arizona
  - Getting an Arizona driver license
  - Arizona motor vehicle registration
  - Employment history in Arizona
  - Transfer of major banking services to Arizona
  - Change of permanent address on all pertinent records
  - Other materials of whatever kind or source relevant to domicile or residency status

Eligible individuals must be a veteran, or a spouse or dependent of a veteran, that has been discharged within the last 36 months from a period of active duty that was 90 days or longer AND using either VA Chapter 30 or Chapter 33 benefits.

#### **Tuition Waiver**

The three eligibility criteria of the Arizona Tuition Waiver program, as outlined in A.R.S 15-1808 include:

- Post 9/11/2001 veteran of the active military who has a VA disability rating of 50% or more, received a Purple Heart medal, and had AZ residency established during military service.
- Dependent spouse and/or children up to age 30 of an AZ soldier who was killed in the line of duty on/after 9/11/2001.
- Post 9/11/2001 AZ National Guard members who were medically discharged or received a Purple Heart medal.

Use the convenient Tuition Waiver and Verification Form (available for download by clicking **HERE** or at <u>https://dvs.az.gov/sites/default/files/documents/files/ADVS-Tuition-Waiver-and-Verification-Form-Fillable-2020-04.pdf</u> provided by the Arizona Department of Veterans' Services for educational support of veterans wounded in action or injured in the line of duty, and dependents of service members killed in the line of duty. Email the completed form to: <u>benefits@azdvs.gov</u> or, return the completed form by postal mail to: Arizona Department of Veterans' Services, 3839 N 3rd St - Suite 209, Phoenix, AZ 85012-1570. For questions, email <u>benefits@azdvs.gov</u> or call 602-234-5804.

#### **Tuition and Fees-Deferred Payment**

A veteran or eligible dependent who has applied for educational benefits under the G.I. Bill state-supported community colleges, colleges and universities may defer payment of tuition, fees and required books for a period of 120 days with no interest charges. If, at the end of such period, the person has not received from the U.S. Department of Veterans Affairs the initial benefit monies for tuition and fees, an extension may be granted until such time benefits are received.

Refer to <u>https://dvs.az.gov/services/education</u> for more detailed explanation on the education benefits available for Arizona veterans plus necessary forms to apply.

## Recreation

#### Hunting and Fishing Licenses

- Active duty members can get hunting and fishing licenses at the resident rate.
- Complementary hunting/fishing combo licenses are available for 100% service-connected disabled veterans who have been an AZ resident for at least 12 months.
- A pioneer seventy years or older who has been a resident of this state for 25 or more consecutive years immediately preceding application for the license can also receive complementary hunting/fishing combo licenses.

#### Arizona State Parks

Arizona offers the following discounts to their state parks:

- 50% day-use discount to all active duty, guard and reserve military members and up to three accompanying adult family members
- 50% day-use discount to all resident military retirees
- 50% off day-use pass to ALL disabled military.
- FREE day-use pass to all resident 100% service-connected disabled veterans.

## **Other State Veteran Benefits**

#### **Burial and Headstones**

When a veteran or a surviving spouse dies without sufficient means for funeral expenses, the County Board of Supervisors is responsible to ensure that burial will not be in a portion of ground used exclusively for burial of paupers. A suitable plot will be used, and the county may apply to the U.S. Department of Veterans Affairs for expenses not to exceed \$150.00. When the county buries an indigent veteran, the county clerk will make an application to the U.S. Department of Veterans Affairs for a suitable headstone and make arrangements for it to be placed at the head of the grave.

#### **Arizona State Veteran Cemeteries**

Learn about eligibility and services at Arizona Veterans' Memorial Cemeteries by watching this informative video at <u>https://www.youtube.com/watch?v=ytJigltRnqw&feature=youtu.be</u>. Burial in the Veterans Cemetery is open to all members of the Armed Forces, and with certain exceptions, veterans discharged from active duty under conditions other than dishonorable. Their spouses, unremarried widow or widower, minor children, and under certain conditions, unmarried adult dependent children are also eligible for burial. Also eligible for burial are members of the reserve components of the Armed Forces, National Guard, and Reserve Officer Training Corps who die while on active duty for training or performing service, or who have 20 years of service in reserve components of the Armed Forces creditable for retired pay.

There is no charge for interment for veterans and a one-time nominal fee for eligible spouses and dependents. The state of Arizona maintains 3 state veterans cemeteries at Sierra Vista., Marana, and Bellemont (Camp Navajo). In addition there is a National Cemetery located in Phoenix. The Arizona State Veterans' Cemeteries provide a lasting final benefit in honor of Veterans and their families with a final resting place in appreciation and gratitude for their service and sacrifice to our nation. For Applications, Forms & Information go to https://dvs.az.gov/services/memorials-burials.



#### Southern Arizona Veterans' Cemetery

1300 Buffalo Soldiers Trail, Sierra Vista, AZ 85659 Tel: (520) 458-7144/F7147 Email: SAVMC@azdvs.gov

Arizona Veterans' Memorial Cemetery at Camp Navajo



14317 Veterans Dr. Bellemont, Arizona 86015 Phone: (928) 214-3473, Fax: (928) 214-3479 Direct link to AVMC-CN page: <u>https://dvs.az.gov/arizona</u>

#### Arizona Veterans' Memorial Cemetery at Marana



15950 N. Luckett Rd., Marana, Arizona 85653 Phone: (928) 214-3473, Fax: (928) 214-3479 Direct link to AVMC-CN page: <u>https://dvs.az.gov/arizona</u>

National Memorial Cemetery of AZ



23029 N. Cave Creek Road Phoenix, AZ 85024 Tel: (480) 513-3600/Fax 1412

#### **Voting in Elections**

Absentee registration and voting by active duty military personnel and their eligible dependents residing out of state may be accomplished by prior to 7:00 p.m. on an Election Day. The County recorder may accept a federal postcard application in lieu of an affidavit of registration.

#### **Recording of Discharges**

Any county recorder, free of charge shall record military discharge papers. Location of each County Recorder's Office may be found in the blue pages of your area telephone directory.

#### **Public Record Certification**

Public officials shall issue without charge, certified copies of public records for use in making a claim for pension, compensation, allotment allowance, insurance, or other benefits from the United States.

#### Credit for Military Service for State Retirement Benefits

A participant of the state system or plan may receive credited past service or future service for active military service if the participant was honorably discharge from service. The period of military service for which the participant receives credited service is not on account with any other retirement system. Contact the nearest state personnel office for additional information and eligibility.

#### **Veteran Drivers License**

Effective September 16, 2013, ADOT implemented Arizona House Bill 2428, signed into law in 2012, allowing Veterans the option to have the VETERAN designation on their Arizona-issued driver license, commercial driver license, identification card or learner permit denoting their military service. In addition, veterans applying for an Arizona commercial driver license (CDL) will have the option to request a waiver of the skills test if they meet certain requirements.



Arizona veterans who would like the <u>VETERAN designation</u> placed on their driver license will need to visit an MVD office, bring their DD214 discharge document or active US military service identification card, and complete an application for an updated driver license. Review the process online <u>HERE</u>.

#### **Special Veteran License Plates**

The below plates are available for purchase by veterans who are eligible for them. Of the \$25 special plate fee \$17 goes to the Arizona Veterans Donation Fund, which is used in the following ways to help Arizona's veteran community:

- Veteran Health Care
- Veteran Education
- Veteran Memorial Cemeteries (maintenance)
- State Veteran's Homes (currently Phoenix & Tucson)

By law, the Arizona Veterans Donation Fund is used only for Arizona's veteran programs and cannot be absorbed into the state's general fund. All-in Costs to You: \$25 initial purchase cost for veteran standard plate, plus \$25 annual renewal. Note that annual renewal fee for personalization aspect of a standard veteran plate is waived by state statute, in addition to all applicable vehicle licensing and registration fees. Applicant Must be A Veteran: You must provide a copy of the appropriate form as proof: a DD214, 215, 2A, 2 (retired), 2 (reserve) or 1173; or provide an original statement of honorable service from the U.S. Department of Veterans Affairs or the Arizona Department of Veterans' Services (ADVS). For more details on what identification is accepted by the Arizona MVD, please review the Questions & Answers at the bottom of this page.

Your Veterans Plate may be personalized for an additional \$25 (in other words \$50 total initial purchase cost for a personalized veteran standard plate). Veteran Plates may also be issued to the spouse, parent, child, brother, or sister of an eligible person who has been issued this plate. A Veterans License Plate with Handicap symbol is also available with the disability symbol added to qualified applicants' plate at no additional charge. Form #96-0104 (available online at <a href="https://azdot.gov">https://azdot.gov</a>) must be attached.



#### Transportation

Common carriers may give free or reduced rates to residents of homes for soldiers, and, with the consent of the Arizona Corporation Commission, to former soldiers and sailors for the purpose of attending any convention.

#### Arizona Gold Star Military Medal



The Arizona State Legislature has created the Arizona Gold Star Military Medal to honor Arizona members of the Armed Forces of the United States of America who have been killed in action since Arizona became a State on February 13, 1912 while:

- Engaged in an action against an enemy of the United States.
- Engaged in military operations involving conflict with an opposing foreign force.

- Serving with friendly foreign forces engaged in an armed conflict against an opposing armed force in which the United States is not a belligerent party.
- Serving in a combat zone as designated by a presidential order.

A member of the Arizona national guard, United States military reserves, or regular United States armed forces who was a legal resident of this state at the time the member was killed in action or died in the line of duty while deployed in support of combat operations from and after February 13, 1912 is eligible to receive the Arizona Gold Star Military Medal. The families of qualifying individuals applying for the Arizona Gold Star Military Medal must complete an application form and forward the request along with a copy of DD Form 1300, Casualty Report attesting to the fact that the qualifying individual was a resident of the State of Arizona at the time of death. In addition, the request must include a copy of proof of relationship as father, mother, marriage, baptismal certificates, or a notarized certificate which clearly show relationship. If you meet the criteria for this award and would like to apply to receive it, please download, of application print and complete the form on page the document 1 at https://dvs.az.gov/sites/default/files/documents/files/Arizona%20Gold%20Star%20Military%20Medal%2 **OInformation.pdf** and mail it with the documents named above to the address shown at the top of the form. Once eligibility has been verified, the Arizona Department of Veterans' Services will contact primary nextof-kin to schedule a presentation ceremony if desired.

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Visit the Arizona Department of Veterans Affairs website <u>https://dvs.az.gov</u> for contact information and benefits assistance. At <u>https://dvs.az.gov/sites/default/files/ADVS\_Veteran\_Benefits\_Booklet\_2015-04b\_0.pdf</u> is available an Arizona Benefits booklet for downloading or review.

[Source: <u>https://www.military.com/benefits/veteran-state-benefits/arizona-state-veterans-benefits.html</u> & <u>https://dvs.az.gov</u> | May 2020 ++]