

8 March 2019

To: The Vermont House Committee on General, Housing and Military Affairs

From: Lt Colonel David B Graham USAR (retired)

Subject: Adjutant General Selection Process

As I understand it there are currently three processes being considered for selection of Adjutant General, AG:

1-Direct appointment by the Governor

2- the current selection by election of the legislature

3-a committee to vet and select candidates for selection by the governor

From my recent experience of running for this office I believe direct appointment by the governor may be the best.

Military organization is designed around well-defined chain of commands for efficiency, discipline and adaptability in rapidly changing environments, unlike decisions and operations done preferably by consensus.

-Appointment by the governor allows the governor to exercise his executive authority in delegating authority and responsibility for this position and gives him the authority to replace the AG without the legislature going through the cumbersome process of impeachment

-Reason would assume that the governor would select the best person available for AG as his/her selection would reflect directly on his/her governorship. If for some reason the governor should be replaced his/her successor could chose a replacement.

- I believe this process would broaden the field of qualified possible candidates as prospects would not have to go through the current process that many may consider unnecessarily intimidating.

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-The proposed committee process that would vet and recommend a selection of candidates while a seemingly reasonable compromise is subject to some of the same considerations of the selection by the legislature. It would also erode the Governor's authority and responsibility for the ultimate selection and the responsibility that goes with it.

Qualifications:

I believe the minimal requirements for consideration of AG by whatever designated authority should be:

- Minimum rank/ grade of Commissioned Officer, Lieutenant Colonel, pay grade O-5
- Minimum Military Education Level 4, The Army Command and General Staff College or Air Force equivalent

Experience as part-time (traditional) and active duty with Army/ Air National Guard and/ or Army/ Air Force Reserve and with Active Duty Assignments with Regular Army/ Air Force Units should given weight in consideration as each has a distinctive culture within the broader military culture.

I hope these thoughts may be useful in your consideration of a selection process for Adjutant General.

Respectfully submitted,

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