

Vermont National Guard
Selection of the Adjutant General
(A few thoughts in no particular order.)

- Any law should make clear that it is the VERMONT National Guard and not the US military national guard.
- Any law change should include specific and regular reports to the legislature by the AG.
- Any law change should include a process for removal from office for cause.
- The process for selecting an AG:
 - Should include a recruitment and interview committee broader than just legislators and VNG members.
 - The committee should be responsible for reviewing all applications, interviewing selected candidates, checking references, conducting background checks and other so as to recommend no less than two and no more than three to the full legislature for consideration. The recommendations should be made no earlier than two weeks prior to the election. All applicants should be kept confidential and all work of the committee should be in closed session. Final candidates should be publicly disclosed. The candidates should be directed to not contact individual legislators or in any way lobby for the position.
 - All candidates recommended to the legislature should have to sign an “I will accept the job if elected” statement.
 - There should be no nominations or seconds at the election. Instead, the committee should outline the strengths of each candidate and each one should be given 15, maybe 20, minutes to present their case.
 - The actual voting process should parallel the current one.
 - The term of office should be expanded to four years. Any Adjutant General should be limited to two consecutive appointments.
 - The position should be advertised broadly.
 - The requirements for office should include appropriate military experience in any branch of the military, including the National Guard units of other states. Command experience should be required.

- Residency of applicants should not be limited to Vermont. Large companies, organizations and educational institutions do not limit their recruitment of CEOs to Vermont. Even the state looks beyond these Green Mountains for some of its employees.

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