

(2) A candidate for Adjutant and Inspector General shall:

- have attained the rank of Colonel (O-6) or above;

- be a current member of the U.S. Army, the U.S. Air Force, the U.S. Army Reserve, the U.S. Air Force Reserve, the Army National Guard, the Air National Guard, or be eligible to return to active service in the Army National Guard or Air National Guard;
and

- be a graduate of a Senior Service College; and

- eligible for Federal Recognition.

Discussion Points for Various Criteria Scenarios:

The Adjutant General (TAG) is the spokesperson for the Vermont National Guard on many fronts to include local, national, and international. It is extremely important that the TAG can function/travel as a General Officer at the earliest possible opportunity. The rank/status of the TAG matters when vying for a seat at the table with the other TAGs, gaining national committee assignments, etc.

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To be able to represent Vermont and the Vermont National Guard effectively as described above, the TAG must be eligible to be a member of the Vermont National Guard. Otherwise, they would be interacting as a civilian and wouldn't have the ability to perform the many inherently federal function of the job as the senior military member within the state.

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- be a graduate of a Senior Service College;

Rationale for recommending at least an O-6 (Colonel) versus O-5 (Lt. Colonel);

- Sufficient Candidate pool within the state
 - o 4 – O-7 (Brigadier General)
 - o 30 – O-6 (Colonel) 18 – Army, 12 – Air
- In most instances this candidate pool already has the senior service college completed.
- Brigadier Generals can be breveted to Major General upon appointment as TAG, pending federal recognition to the rank of Major General.
- Colonels can be breveted to Brigadier General upon appointment as TAG, pending federal recognition to the rank of Brigadier General.
- Allowed to travel within the U.S. at the breveted rank. Must travel out of country at their non-brevetted rank.
- Federal recognition can take as much as one year or more.

Scenario if the candidate is an O-5 (Lt. Colonel);

- Unless a senior O-5, the individual would need to accomplish the senior service college, which can take 1-2 years depending on method of study.
- The candidate can't be breveted to O-6.
- Requires federal recognition to O-6 (Colonel), then 24 months' time in grade as an O-6 to be promoted to O-7 (brigadier General).
- Once promoted to O-6 the candidate can be breveted to O-7 (Brigadier General).
- Probable timeline from O-5 to being federally recognized as an O-7 (brigadier General) is 3+ years, depending on senior service college status.

- eligible for Federal Recognition

- Even though Adjutant Generals are either appointed by the Governor or in the case of Vermont elected, they still must meet national promotion boards and compete with their peers. All aspects of the candidate's career are reviewed to include command assignments, joint assignments, services schools, and education. Just because a person is in the position doesn't mean they will be federally recognized for promotion. They must have fulfilled various duties during their career.