

A. BIOGRAPHICAL INFORMATION AND QUALIFICATIONS

1. Name : William Gerard Kelly (Bill, Billy)
2. Position to which nominated: Rear Admiral Upper Half (O-8)
3. Date of Nomination:
4. Address (List current place of residence and office addresses):



5. Date and Place of Birth:
18 April 1965, Bronx, NY

6. Provide the name, position, and place of employment for your spouse (if married) and the names and ages of your children:

Wife: Angela Marie Kelly - Stager
Son: LTJG Patrick Thomas Kelly, USCG (25)
Son: Tyler Liam Kelly (22)

7. List all college and graduate degrees. Provide year and school attended.
Undergraduate: USCG Academy 1987 - BS Government
Graduate: Florida State University 1997 - MS Instructional Systems Design
Certificate Human Resource Management

8. List all post-undergraduate employment, and highlight all management-level jobs held and any non-managerial jobs that relate to the position for which you are nominated.

Apr 2016-Current	Asst Commandant for Human Resources
May 2015-Apr 2016	Commander, Personnel Service Center
June 2013-May 2015	Deputy, Personnel Service Center
July 2010 - June 2013	Commanding Officer, USCG Training Center Cape May
Aug 2008 - June 2010	Director, USCG Leadership Development Center
Aug 2006 - Aug 2008	Commanding Officer, USCGC SENECA
Aug 2003 - Aug 2006	School Chief, Officer Candidate School
Apr 2001 - Aug 2003	Executive Officer, USCGC SPENCER
Jan 1998 - Apr 2001	Staff Officer, G-WTT (USCG Headquarters)
Aug 1996 - Dec 1997	Graduate School, Florida State University
Jul 1994 - Jul 1996	Commanding Officer, USCGC MONOMOY
May 1991 - Jun 1994	Staff Officer, Officer Candidate School
Jun 1989 - May 1991	Executive Officer, USCGC LIBERTY
Jun 1987 - Jun 1991	Deck Watch Officer, USCGC VIGILANT/RELIANCE

9. Attach a copy of your resume.
My official Coast Guard bio is attached.

10. List any advisory, consultative, honorary, or other part-time service or positions with Federal, State, or local governments, other than those listed above, within the last five years.

USCG Academy Board of Trustees – Chairman

USCG Non-Pay Compensation Board – President

USCG Mutual Assistance Board of Directors - President

11. List all positions held as an officer, director, trustee, partner, proprietor, agent, representative, or consultant of any corporation, company, firm, partnership, or other business, enterprise, educational, or other institution within the last five years.

N/A

12. Please list each membership you have had during the past ten years or currently hold with any civic, social, charitable, educational, political, professional, fraternal, benevolent or religious organization, private club, or other membership organization. Include dates of membership and any positions you have held with any organization. *Please note whether any such club or organization restricts membership on the basis of sex, race, color, religion, national origin, age, or handicap.*

President, National Capitol Region US Coast Guard Officers Association.

Oct 2013 – May 2014

No Restrictions

President, Coast Guard Academy Officer Association

Sept 2009 - May 2010

No Restrictions

Pawcatuck Little League Board of Directors

April 2005 - May 2010

No Restrictions

13. Have you ever been a candidate for and/or held a public office (elected, non-elected, or appointed)? If so, indicate whether any campaign has any outstanding debt, the amount, and whether you are personally liable for that debt.

No

14. Itemize all political contributions to any individual, campaign organization, political party, political action committee, or similar entity of \$500 or more for the past ten years. Also list all offices you have held with, and services rendered to, a state or national political party or election committee during the same period.

None

15. List all scholarships, fellowships, honorary degrees, honorary society memberships, military medals, and any other special recognition for outstanding service or achievements.

Legion of Merit (3)

Meritorious Service Medal (4)

U.S. Coast Guard Commendation Medal (6)

U.S. Coast Guard Achievement Medal

Commandant's Letter of Commendation (3)

16. Please list each book, article, column, or publication you have authored, individually or with others. Also list any speeches that you have given on topics relevant to the position for which you have been nominated.

Class Correspondent - USCG Academy Alumni Association Bi-Monthly Bulletin.
Publish updates on class activities six times a year.

Numerous columns of 500 to 1000 words on leadership for the Coast Guard's Leadership Bulletin throughout my career. Last article written in 2010. I do not have a listing of all the articles written, approximately 6 to 10 written on Coast Guard Leadership and our leadership programs.

17. Please identify each instance in which you have testified orally or in writing before Congress in a governmental or non-governmental capacity and specify the date and subject matter of each testimony.

None

18. Given the current mission, major programs, and major operational objectives of the department/agency to which you have been nominated, what in your background or employment experience do you believe affirmatively qualifies you for appointment to the position for which you have been nominated, and why do you wish to serve in that position?

I believe I am qualified for appointment to the rank of Rear Admiral in the U.S. Coast Guard based on my diverse background in operations, training and leadership. I have had the opportunity to serve in challenging command positions throughout my career and each position required the ability to manage and lead at increasing levels of scope and responsibility. My service as Commanding Officer (CO) of USCGC SENECA prepared me to deal in the most challenging operational environments, deployed at sea with responsibilities for enforcing all U.S. laws and treaties. My service as CO of Training Center Cape May provided me the opportunity to interact with local, state, and federal agencies as well as lead one of the Coast Guard's largest and most diverse units. I was also responsible for accessing into the Service all new enlisted Coast Guardsmen. During my three year tour, the crew of Training Center Cape May refurbished an aging facility through insightful leadership and appropriate use of all resources. We aggressively garnered additional funding through appropriate and innovative requests resulting in several million dollars of funding that was sorely needed to rehab the Coast Guard's third

largest Base. Finally, my current position as the Assistant Commandant for Human Resources provides me visibility on the wide array of challenges facing our men and women in the civilian, active, and reserve components of our workforce. I believe I am truly prepared to serve at this higher pay grade and will do all I can to serve, support, and care for the men and women of the U.S Coast Guard and their families.

I wish to serve in a position of increased responsibility in the Service I love. I desire to continue to be a servant leader working to ensure the men and women of our Service have the service and support needed to serve our Nation in a manner befitting the history and traditions of our Coast Guard. I have spent my career accessing, training, preparing, and serving with the men and women of the Coast Guard. We are blessed with tremendous talent and I believe the opportunity to continue to serve as a Flag Officer will afford me the opportunity to give back and to contribute to the development of our Service and its people at the highest levels.

19. What do you believe are your responsibilities, if confirmed, to ensure that the department/agency has proper management and accounting controls, and what experience do you have in managing a large organization?

I have had the opportunity to serve as the Assistant Commandant for Human Resource (CG-1) for the past five months and will continue to do so for as long as the Service needs my talents and abilities. As the Chief Human Capital Officer for the Service I am responsible for a dispersed workforce of our 2,500 women and men and directly responsible and accountable for the service, support, and care we provide to over 55,000 employees. Prior to this position I was responsible for managing the military workforce for the Service and was recently promoted into the position accountable for the entire workforce in April of 2106.

One of my goals for the CG-1enterprise is to ensure process discipline across the workforce and to ensure we provide the highest level of customer service. As we work through our Statement of Assurance process for the Department of Homeland Security we have been able to identify areas in need of attention and we are committed to these efforts going forward in FY18. Customer service, reliability and accountability for the processing and accounting of payroll for the active and reserve component are key items that need to be addressed and further refined to ensure we have the proper controls in place to manage the funds authorized to us from Congress.

20. What do you believe to be the top three challenges facing the department/agency, and why?
- A. Decreasing budgets and the increasing demands the Nation faces is clearly the primary challenge facing not only our Service but our Country. We must collaborate at the highest levels of the Coast Guard to meet these demands to ensure we maintain the service our country has come to expect from the Coast Guard for the past 225 years. As we strive to recapitalize our aging fleet, balance the increasing mission

complexity, and deal with the budgetary challenges faced by our Federal Government, I firmly believe that ensuring our 11 statutory missions are executed within the budgetary constraints we face will be the top challenge facing the Coast Guard over the next decade.

- B. In conjunction with the budgetary demands noted in challenge #1, we must identify the necessary resources to ensure we support our people. As the lead for the Commandant's Human Capital Strategy I believe I have a direct responsibility to ensure the workforce has the right people, in the right positions, at the right place, at the right time to accomplish Coast Guard missions around the globe. To do this, we need to modernize our HR process and policies while we continue to meet the needs of our people and our Service day in and day out.

- C. Along the lines of the two issues above, recruiting a workforce and retaining the workforce on both the military and civilian side is becoming more and more challenging each year. The propensity to serve of America's youth has never been lower. Less than 25% of today's youth meet the basic minimum requirements to serve in our military. We are competing against the DOD services as well as colleges and universities and employers for that talent. We have recently reduced our recruiting workforce by 25% and we increased our recruiting mission in 2018 to 4,850 young men and women in our officer and enlisted programs. Retention of our military and civilian workforce continues to be a challenge as the economy improves and opportunities are available and potentially more attractive on the "outside." How do we retain the talent we have invested in and ensure we continue to recruit the talent we need is clearly in the top three issues facing my office in the coming year.

B. POTENTIAL CONFLICTS OF INTEREST

1. Describe all financial arrangements, deferred compensation agreements, and other continuing dealings with business associates, clients, or customers. Please include information related to retirement accounts.

Please see my nominee PFDR.

2. Do you have any commitments or agreements, formal or informal, to maintain employment, affiliation, or practice with any business, association or other organization during your appointment? If so, please explain.

None

3. Indicate any investments, obligations, liabilities, or other relationships which could involve potential conflicts of interest in the position to which you have been nominated.

None

4. Describe any business relationship, dealing, or financial transaction which you have had during the last ten years, whether for yourself, on behalf of a client, or acting as an agent, that could in any way constitute or result in a possible conflict of interest in the position to which you have been nominated.

None

5. Describe any activity during the past ten years in which you have been engaged for the purpose of directly or indirectly influencing the passage, defeat, or modification of any legislation or affecting the administration and execution of law or public policy.

None

6. Explain how you will resolve any potential conflict of interest, including any that may be disclosed by your responses to the above items.

I will obtain advice from a Coast Guard ethics official and follow that advice.

C. LEGAL MATTERS

1. Have you ever been disciplined or cited for a breach of ethics by, or been the subject of a complaint to any court, administrative agency, professional association, disciplinary committee, or other professional group? If so, please explain.

No

2. Have you ever been investigated, arrested, charged, or held by any Federal, State, or other law enforcement authority of any Federal, State, county, or municipal entity, other than for a minor traffic offense? If so, please explain.

No

3. Have you or any business of which you are or were an officer ever been involved as a party in an administrative agency proceeding or civil litigation? If so, please explain.

No

4. Have you ever been convicted (including pleas of guilty or nolo contendere) of any criminal violation other than a minor traffic offense? If so, please explain.

No

5. Have you ever been accused, formally or informally, of sexual harassment or discrimination on the basis of sex, race, religion, or any other basis? If so, please explain.

No

6. If you ever served as a general court-martial convening authority involving an offense involving sexual misconduct or assault, have you ever disapproved the findings of a court-martial related to the offense(s) or reduced the sentence adjudged by a court-martial, other than in connection with a pre-trial agreement?

No

7. Please advise the Committee of any additional information, favorable or unfavorable, which you feel should be disclosed in connection with your nomination.

None

D. RELATIONSHIP WITH COMMITTEE

1. Will you ensure that your department/agency complies with deadlines for information set by congressional committees?

Yes

2. Will you ensure that your department/agency does whatever it can to protect congressional witnesses and whistle blowers from reprisal for their testimony and disclosures?

Yes

3. Will you cooperate in providing the Committee with requested witnesses, including technical experts and career employees, with firsthand knowledge of matters of interest to the Committee?

Yes

4. Are you willing to appear and testify before any duly constituted committee of the Congress on such occasions as you may be reasonably requested to do so?

Yes

(Nominee is to include this signed affidavit along with answers to the above questions.)

F. Affidavit

W. G. Kelly being duly sworn, hereby states that he/she has read and signed the foregoing Statement on Biographical and Financial Information and that the information provided therein is, to the best of his/her knowledge, current, accurate, and complete.

W. G. Kelly, RDM, USCG
Signature of Nominee

Subscribed and sworn before me this 19th day of November, 2017.

Eugene F. Adams II

Notary Public

Eugene F. Adams II
Notary Public, District of Columbia
My Commission Expires 9/30/2018





Rear Admiral William G. Kelly

Assistant Commandant for Human Resources
U.S. Coast Guard



Rear Admiral William G. Kelly assumed the duties of the Assistant Commandant for Human Resources (CG-1) in April of 2016. In this capacity, he is responsible for implementing the vision for human capital management; to recruit, develop, and retain a diverse, proficient, and effective workforce to meet the current and future needs of the Service's nearly 60,000 member active duty, reserve, and civilian workforce.

Rear Admiral Kelly oversees the Coast Guard's human resources field activities, from accession of new military personnel to retirees' pay and benefits. He is responsible for the Coast Guard's health, safety, and work-life programs, sexual assault prevention/response victim support, and leadership and diversity initiatives. He serves as Chair of the Coast Guard Academy Board of Trustees, Diversity and Inclusion Chief, Warranting Officer Human Systems Engineering, and President of the Coast Guard Mutual Assistance Board. His previous Flag assignment was as the Commander, Personnel Service Center.



Rear Admiral Kelly is a 1987 graduate of the Coast Guard Academy and he earned his Master's Degree in Instructional Systems Design from Florida State University and a Certificate in Human Resource Management. He has extensive experience in personnel development as the Director of the Coast Guard's Leadership Development Center in New London, CT and also served as the School Chief for Officer Candidate School. For his work in providing distributed leadership training across the Service, he was awarded the Federal Government Distance Learning Association Diamond Award for Leadership in Distance Learning.

While serving in Coast Guard Headquarters Office of Training and Performance, he led significant improvements to personnel policy, which enhanced the performance of Coast Guard Surfman, crews of the Buoy Tender fleet, and had lasting impact on the overall training and development for the Service's workforce. Serving as the Commanding Officer, Coast Guard Recruit Training Center Cape May, he championed quality of life improvements to the base infrastructure that provided staff and instructors with a modernized Training Center. Additionally, he led significant upgrades to the recruit training curriculum that enhanced the operational readiness and professionalism of over 20% of today's enlisted Coast Guard members.

Rear Admiral Kelly is a Cutterman with over ten years of service at sea, including two command tours in CCG SENECA and CGC MONOMOY. As Executive Officer in CGC SPENCER, he prepared and successfully led the crew for deployment with the U.S. Navy's 6th Fleet in support of Operation Iraqi Freedom. Additionally, CGC SPENCER stood the watch protecting the ports of New York and Boston in the days following the attacks of September 11th. Rear Admiral Kelly's major awards include the Legion of Merit (3), Meritorious Service Medal (4), the Coast Guard Commendation Medal (6), the Coast Guard Achievement Medal and the permanent Cutterman's Pin.

REAR ADMIRAL William G. Kelly

Current Assignment

April 2016 to Present Assistant Commandant for Human Resources

Assignment History

May 2015 - April 2016 Commander, Personnel Service Center
June 2013 – May 2015 Deputy Commander, Personnel Service Center
July 2010 - June 2013 Commanding Officer, USCG Training Center Cape May, NJ
Aug 2008 - June 2010 Director, USCG Leadership Development Center
Aug 2006 - Aug 2008 Commanding Officer, USCGC SENECA
Aug 2003 - Aug 2006 School Chief, Officer Candidate School
Apr 2001 - Aug 2003 Executive Officer, USCGC SPENCER
Jan 1998 - Apr 2001 Staff Officer, G-WTT (USCG Headquarters)
Aug 1996 - Dec 1997 Graduate School, Florida State University
Jul 1994 - Jul 1996 Commanding Officer, USCGC MONOMOY
May 1991 - Jun 1994 Staff Officer, Officer Candidate School
Jun 1989 - May 1991 Executive Officer, USCGC LIBERTY
Jun 1987 - Jun 1991 Deck Watch Officer, USCGC VIGILANT/RELIANCE

Educational Summary

1996 - 1997 Florida State University, M.S. Instructional Systems Design
1996 - 1997 Florida State University, Certificate Human Resource
1983-1987 U.S. Coast Guard Academy, B.S. Government

Military Personal Awards and Significant National Recognition or Achievement

2016 Legion of Merit
2015 Legion of Merit
2013 Legion of Merit
2010 Meritorious Service Medal
2008 Meritorious Service Medal
2006 Meritorious Service Medal
2003 Meritorious Service Medal
2006 Coast Guard Commendation Medal
2001 Coast Guard Commendation Medal (2)
2000 Coast Guard Commendation Medal
1996 Coast Guard Commendation Medal
1994 Coast Guard Commendation Medal
1991 Coast Guard Achievement Medal

Significant Current Professional Credentials or Recent Activities

2014 Human Resource Manpower Manager
2014 Performance Consultant
2014 Performance Analyst
2014 Instructional Designer
2010 Master Training Specialist
2002 Permanent Cutterman