

A. BIOGRAPHICAL INFORMATION AND QUALIFICATIONS

1. Name (Include any former names or nicknames used):

Matthew William Sibley
Nicknames: Sibs, Sibber, Sibba

2. Position to which nominated:

O7, Rear Admiral Lower Half

3. Date of Nomination: 23 October 2017

4. Address (List current place of residence and office addresses):



5. Date and Place of Birth:

24 April 1967, West Islip, NY

6. Provide the name, position, and place of employment for your spouse (if married) and the names and ages of your children (including stepchildren and children by a previous marriage).

Margaret Irene Sibley (Wife) – Not employed
Alexander Martin Sibley (Son – 21 YOA)
Ryan Stanford Sibley (Son – 18 YOA)

7. List all college and graduate degrees. Provide year and school attended.

U.S. Coast Guard Academy (1985 – 1989)...BS in Mathematics and Computer
Science – May 1989
George Mason University (2000 – 2002)...Master in Public Administration – January
2002

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.

I have served as a Coast Guard officer since 24 May 1989. Please see my official Coast Guard biography for detailed information.

9. Attach a copy of your resume.

My official Coast Guard biography 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.

None.

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.

Military Co-Chairman of the Milwaukee Armed Services Committee (2012-2014)

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.*

Coast Guard Officers Association – National Capital Region (Current)

Surface Navy Association (Current)

Naval Institute (Current)

U. S. Coast Guard Academy Alumni Association (Current)

U.S. Golf Association (Current)

Military Officers Association of America (Current)

Milwaukee Armed Services Committee (2012 – 2014, Military Co-Chairman)

None of these organizations restricts membership on the basis of sex, race, color, religion, national origin, age, or disability.

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.

2011	Legion of Merit
2000	Defense Meritorious Service Medal
2016, 2014, 2008, 2004	Meritorious Service Medal
2006, 1996, 1993	USCG Commendation Medal
1997	USN/USMC Achievement Medal
1998, 1995	USCG Achievement Medal
1999	Presidential Service Badge
2010	DHS Personnel Staff Badge

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. Do not attach copies of these publications unless otherwise instructed.

Co-authored & Published, "The Fourth Fleet – A Tool of U.S. Engagement in the Americas," CSIS, March 2009

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 the diverse operational and staff assignments I have been honored to serve in over the past 28+ years have prepared me well to serve as a Rear Admiral in the U.S. Coast Guard. From an operational perspective, I have commanded three of the six cutters I served in during nearly 10 years of sea time. During these tours, I have operated throughout the world performing Coast Guard and joint missions. My service as Commanding Officer of USCGC FORWARD leading a crew of 100 dedicated, professional Shipmates prepared me to operate in complex operational environments and challenging weather conditions to enforce U.S. laws and treaties and perform our most sacred mission – Search and Rescue. While commanding

Sector Lake Michigan for three years, I led 21 subordinate units executing Coast Guard missions throughout Lake Michigan during the busy summer recreational boating season and the harsh winter ice conditions. I was challenged to lead a 765 active duty and reserve workforce along with 1,200 Auxiliarists over long distances, while also regularly engaging with federal, state, and local partners. During my staff assignments, I complimented my operational expertise developing a strong background in human resources, actively supporting the recruitment, assignment, and retention of our military and civilian workforces. I was also afforded the opportunity to work in the White House and Department of Homeland Security, executing the national security and homeland security objectives of the Executive Branch in a joint and interagency environment.

I strongly desire to continue to serve the American public and the Coast Guard that I love. My entire adult life has been spent wearing the uniform of the Coast Guard. I have been afforded many opportunities to grow professionally and personally through challenging assignments and educational experiences. I would like to continue to be a servant leader using these skills and experiences to help develop the next cadre of leaders. Serving as a Flag Officer at the highest levels of the Service will be an incredible honor and allow me to continue to give back and help prepare the Coast Guard for future endeavors.

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?

Throughout my career, I have been a strong proponent of making decisions that are transparent, repeatable and defensible. We must never forget that we serve the public and should be ready to answer questions about our decisions. As a cutter Commanding Officer, we operated far from the United States and often had to make operational decisions that had international implications. I learned that following law and policy and obtaining a legal review ensured that my decisions were defensible. As a Sector Commander leading hundreds of America's finest men and women, it was absolutely critical to set the example of integrity and transparency. Although there are many grey areas in an operational mission, our decisions must be informed by policy, procedures, and law. This ensures that our Shipmates develop into leaders grounded by guidelines and principals. In my current position as the Deputy Commander, Coast Guard Personnel Service Center, one of my duties is to review and respond to all Congressional and personnel management inquiries. This duty causes me to critically review our previous decisions, ensuring that we treat all of our personnel fairly and equitably. With the 24-hour news cycle, proliferation of social media, and intense scrutiny of all federal budgets, we must ensure that our internal controls and management of resources have the proper oversight and attention. Throughout my career, I have followed these principles, while leading and training peers and subordinates to do the same.

20. What do you believe to be the top three challenges facing the department/agency, and why?

- A. Predictable funding – In order to maintain critical operations while ensuring proper support for our assets, those that operate them and our families that support us, we must continue to advocate for predictable budgets. Our ever changing operational environment in increasing threat sectors requires senior leaders to regularly evaluate priorities in order to maintain our ability to respond and dedicate the appropriate resources to our prevention mission. Balancing sustainment of current operations and our ability to respond to contingency operations along with recapitalizing our fleet, shore infrastructure and technology is our biggest challenge.
- B. Human Resources - Earlier this year, our Commandant promulgated his Human Capital Strategy for the Coast Guard. As our youth's propensity to serve has continued to wane, it is imperative that we address the challenges to recruit, train, and retain talented personnel in our active duty, reserve, and civilian workforces. In order to execute our current and future missions, we must continue to expand our recruiting efforts into diverse communities, focusing on bringing in talented young men and women who can help shape the future of the Coast Guard. Our efforts to attract candidates with unique skills for developing missions or a desire to fill voids in critical specialties must be coordinated with recruiting for our traditional ratings. Once we assess these dedicated people and invest in their training and growth, retaining them for continued service is imperative. Creating a positive command climate that values diversity, individuality, personal growth, and provides a balance between service and personal life will ensure the Coast Guard remains the employer of choice.
- C. Sustainable operations - Over the past 227 years, the Coast Guard has expertly adapted to evolving missions in an increasingly complex threat environment. This has been increasingly apparent since 2001 as the Coast Guard has expanded our borders to combat threats and protect our citizens and the environment. The ability to balance our traditional missions of law enforcement, marine safety and search and rescue with increasingly complex operations in the Arctic and combating transnational threats require regular review by senior leadership.

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 Public Financial Disclosure Report.

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.

No.

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.

I have not been named in an EEO case, but have been involved as a member of the chain of command in Alternative Dispute Resolution (ADR) proceedings.

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

Matthew W. Sibley 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.

Matthew W. Sibley
Signature of Nominee

Subscribed and sworn before me this 24 day of October, 2017.

R. Sumitria White
Notary Public

R. SUMITRIA WHITE
NOTARY PUBLIC DISTRICT OF COLUMBIA
My Commission Expires January 14, 2018





Matthew W. Sibley
Captain, U.S. Coast Guard
Deputy Commander, Personnel Service Center

Captain Sibley reported aboard as Deputy Commander, Personnel Service Center in Washington, DC following his assignment as the Executive Assistant to the Assistant Commandant for Human Resources (CG-1A) at Coast Guard Headquarters in Washington, DC, where he facilitated efforts across the human resources enterprise to further strategic military, reserve, civilian and cadet policy.

In his most recent operational assignment as Commander, Coast Guard Sector Lake Michigan in Milwaukee, WI, he led 21 Coast Guard units with a force of over 500 Active Duty, 200 Reserve and 1200 Auxiliary personnel conducting Search and Rescue, Law Enforcement, Aids to Navigation, Marine Safety, and Homeland Security missions in the states of Michigan, Indiana, Illinois, and Wisconsin.

Captain Sibley is designated a Permanent Cutterman with nearly ten years of service afloat, including command tours of USCGC FORWARD (WMEC 911), Portsmouth, Virginia; USCGC POINT THATCHER (WPB 82314) and USCGC POINT MONROE (WPB 82353), Gulfport, Mississippi. He also served as Executive Officer in USCGC GALLATIN (WHEC 721), Charleston, South Carolina; Operations Officer in USCGC MORGENTHAU (WHEC 722), Alameda, California; and as a Deck Watch Officer in USCGC SPENCER (WMEC 905), Boston, Massachusetts.

Assignments ashore included duty as a Command Center Controller at the Eighth Coast Guard District in New Orleans, Louisiana; Senior Duty Officer in the White House Situation Room; as an Assignment Officer for Support and Special Assignments at the Coast Guard Personnel Command in Arlington, Virginia; as the Coast Guard Fellow at the Center for Strategic and International Studies (CSIS) in Washington, DC; as the Military Assistant to the Secretary of Homeland Security; as the Deputy Director, Reserve and Military Personnel (CG-13D) at Coast Guard Headquarters in Washington, DC.

Captain Sibley graduated from the United States Coast Guard Academy in May 1989 with a Bachelor of Science Degree in Mathematics and Computer Science and earned a Master of Public Administration degree from George Mason University in Fairfax, Virginia in 2001.

Captain Sibley's personal awards include the Legion of Merit, Defense Meritorious Service Medal, four Meritorious Service Medals, three Coast Guard Commendation Medals, two Coast Guard Achievement Medals, the Navy Achievement Medal, and the Coast Guard Letter of Commendation, along with various service and unit awards.

CAPTAIN Matthew W. Sibley

Current Assignment

Jun 2016 – Present

CG Personnel Service Center, Deputy Commander

Assignment History

May 2015 – Jun 2016

CG-1, Executive Assistant to the Assistant Commandant for Human Resources, CAPT

Jul 2014 – Apr 2015

CG-13, Deputy, Reserve & Military Personnel, CAPT

Jun 2011 – Jun 2014

Sector Lake Michigan, Sector Commander, CAPT

May 2009 – May 2011

DHS, Military Assistant to the Secretary, CDR - CAPT

Aug 2008 – May 2009

Center for Strategic and International Studies (CSIS), Coast Guard Fellow (Duty Under Instruction), CDR

Apr 2006 – Jul 2008

USCGC FORWARD (WMEC 911), Commanding Officer, CDR

May 2004 – Apr 2006

USCGC GALLATIN (WHEC 721), Executive Officer, CDR

Jul 2001 – May 2004

CG PSC-opm-2, Assignment Officer (Support and Special Assignments), LCDR

Jul 2000 – Jul 2001

George Mason University, Duty Under Instruction, LCDR

Jun 1998 – Jul 2000

White House Situation Room, Senior Duty Officer, LT - LCDR

Jul 1996 – May 1998

USCGC MORGENTHAU (WHEC 722), Operations Officer, LT

Jun 1993 – Jun 1996

District 8 Command Center, Command Duty Officer, LTJG - LT

Mar 1992 – Jun 1993

USCGC POINT MONROE (WPB 82353), Commanding Officer, LTJG

Jun 1991 – Mar 1992

USCGC POINT THATCHER (WPB 82314), Commanding Officer, LTJG

May 1989 – May 1991

USCGC SPENCER (WMEC 905), Deck Watch Officer, ENS - LTJG

Educational Summary

2008 - 2009

Center for Strategic and International Studies (CSIS), Letter of Completion

2000 - 2002

George Mason University, Master in Public Administration

1985 - 1989

USCG Academy, BS in Mathematics and Computer Science

Military Personal Awards and Significant National Recognition or Achievement

2011

Legion of Merit

2000

Defense Meritorious Service Medal

2016, 2014, 2008, 2004

Meritorious Service Medal (4)

2006, 1996, 1993

USCG Commendation Medal

1997

USN/USMC Achievement Medal

1998, 1995

USCG Achievement Medal

1991

CG Commandant's Letter of Commendation

Significant Current Professional Credentials or Recent Activities

2009 Co-authored & Published, "The Fourth Fleet – A Tool of U.S. Engagement in the Americas," CSIS