

# PAUL TROMBINO III

6620 7<sup>th</sup> Street, Greeley, CO | (608) 347-9801 | tinotrombino@gmail.com

December 29, 2024

Doug Thomas  
Executive Vice President  
Strategic Government Resources

Subject: City Manager – City of Palm Coast, Florida

Dear Mr. Thomas

Please find enclosed my resume for the City Manager position for the City of Palm Coast, Florida. I have a diverse career in leadership, public administration, federal, state, and local government, and management in public and private organizations. I bring a proven executive-level track record in team building and fostering collaborative work environments resulting in improved products and services to customers.

I have a sound understanding and experience in public finance, state and federal grants, large redevelopment and transportation projects, preparedness, and recovery, and developing quality of life and economic opportunities for communities. My experience has shown me how each service and project are connected on a broader economic development level to enrich lives and positively impact communities.

I have demonstrated experience in leading diverse teams and bringing an entrepreneurial process for improved collaboration and a unique vision to see solutions which cross departments. Some examples are as follows:

- Developed and implemented the first-of-kind demand-based supply chain network design of an entire State, leveraging freight commodity data for business expansion, economic development, and lower business transportation freight costs;
- Recruitment of a startup technology company Alquist 3D to locate their headquarters in the City of Greeley where we are now developing new designs for creating modular sustainable infrastructure elements to lower cost and improve resiliency and functionality. Recruitment process also required development and implementation of a new workforce development partnership and program with Aims Community College for a [3D Concrete Printing Course](#).
- Developed and leading the Cache La Poudre River Restoration Initiative project master plan designed to restore the river's ecological balance, enhance quality of life, create economic

opportunities within the City of Greeley through a coalition of municipal partners, Weld County, the Colorado Department of Natural Resources, the Coalition for the Poudre River Watershed, and the U.S. Environmental Protection Agency;

- Initiated and led the development of the Strategic Business Plan for the Greeley-Weld County Airport (GXY). The plan was unanimously adopted by City Council and Weld County Board of Commissioners. The plan has generated immediate interest and led the initiation of JBS Foods USA to relocate their corporate flight operations to the airport with a new Hangar for a fleet international-capable jet planes and, under final negotiations for a new corporate Jet Fixed Based Operator (FBO) who will be constructing a multimillion-dollar hangar and fuel operations for the GXY Airport.

Developing strong connectivity and communication with the Mayor, City Council, City Team members, community members and businesses is critical to the role of the City Manager and the City of Palm Coast's success. One of my key strengths is building strong, trusting relationships through excellent communication both internally and externally.

I would greatly appreciate the opportunity to meet and discuss the City Manager position and how I would be an excellent fit for the position and leader for the City of Palm Coast. Thank you for your time and consideration.

Sincerely,

*Paul Trombino III*

# PAUL TROMBINO III

*Inspiring Leadership*

## PROFILE

Proven executive-level track record in large, complex organizations and improving their efficiency.

Expertise and experience across all disciplines of organizational management including IT and data analytics. Thorough knowledge and expertise of state government, municipalities, and federal agencies.

Unique ability and vision for solutions to complex issues and service-line improvements.

Exceptional communication and leadership skills in delivery of projects, programs, budgets, teamwork, executing policy direction, and strategic planning.

## WORK EXPERIENCE

*City of Greeley, CO / 2021 (June) - Present*

**Director, Public Works Department**

Lead implementation of Capital Improvement Program and the areas of Urban Transportation Planning, Project Delivery, Stormwater Utility, Water Quality, Facilities, Streets, Transit, Engineering, and Fleet

- Implemented realigned PW organizational structure for high performance using Entrepreneurial Operating System (EOS)
  - Implementing an improved collaborative "One-Team" approach within PW
- Developed 15-year Transportation CIP, city-wide facilities improvement strategy, and overall vision for future city urban landscape
- Implemented operational alignment strategy for improved efficiency and customer excellence for cross-relational city departments field teams
- Lead development of Clean, Safe, Beautiful (CSB) plan for City
  - New Downtown CSB Ambassadors and Landscape Beautification plan
- Secured \$72 million in grant funds since 2022 for projects
- Implemented new standards for Storm Water and Transportation
- Led development Transportation Master Plan for enhanced Mobility – Approved in 2023
- Initiated and leading transformative Poudre River Restoration Initiative Project
- Served as Interim Director of Economic Development 2022:
  - Recruited Start-up Technology company – Alquist 3D
  - Led partnership development with Alquist & Aims Community College
  - Resulted in Aims CC Board approved \$25M Construction of Workforce Innovation Center with Alquist as first tenant integrating Technology R&D and Workforce Development

*State of Iowa / 2019 – 2021 (June)*

**Director & Homeland Security Advisor (2021); Chief Operating Officer (COO) (2019 – 2021)**

As Director of the Iowa Department of Homeland Security and Emergency Management, led all hazards coordination, collaboration, and support for Iowa citizens, communities, and businesses. As COO, provided operational management and leadership of state government focused on strategic business initiatives to improve enterprise collaboration and productivity.

- Led 2019 Iowa flood response and recovery efforts. Implemented new flood recovery fund, Governor's Flood Recovery Advisor Board, four-state coalition, and multi-federal agency partnership. Levee repairs completed in 2022
- Led effort to upgrade fragmented state financial management and HR system – negotiated contract, secured funding, and plan for 30-month implementation of cloud-based single ERP for 35 agencies and 17,000 employees
- Served additional role as Interim Director of the Iowa Department of Administrative Services from 2020-2021; realigned into customer centric organization utilizing Entrepreneurial Operating System (EOS)
- Coordinated state-wide pandemic response; implemented state-wide Test Iowa program and developed critical pandemic data analytics

## CONTACT

☎ 608.347.9801

✉ [tinotrombino@gmail.com](mailto:tinotrombino@gmail.com)

**in** [LinkedIn.com/in/Paul Trombino III](https://www.linkedin.com/in/PaulTrombinoIII)

📍 6620 7<sup>th</sup> Street  
Greeley, CO, 80634

## EDUCATION

**Bachelor of Science – Civil Engineering**

*Tau Beta Pi Honors*

University of Wisconsin – Milwaukee  
1995

**Bachelor of Science – Economics**

University of Wisconsin – Madison  
1988

## SKILLS / Professional & Technical

- Leadership and Communication
- Fostering One-Team Approach
- Empowering Innovation
- Problem Solving
- Financial Management
- Business Development
- Organization Strategies
- Strategic Planning
- Data Integration

# PAUL TROMBINO III

*Inspiring Leadership*

## WORK EXPERIENCE CONTINUED

*McClure Engineering Company / 2017 – 2019*

### *President*

MEC provides a full spectrum of professional consulting services to public (cities and states) and private companies. Operational responsibility for people and business, fiduciary management with 11 offices across four states (IA, MO, KS, OK), clients and projects in 40 states

- Implemented new unique business line in economic development and creative placemaking

*State of Iowa – Department of Transportation / 2011 – 2016*

### *Director*

Chief Executive Officer of state transportation agency responsible for operations of multi-modal transportation system, motor vehicle services, and motor vehicle enforcement (state officers). Implemented organizational process improvements resulting in improved product and service delivery across business lines

- Developed and implemented Leadership program at department
- \$100 million in cost savings in three years through strategy to densify and accelerate construction projects
- Received national award for 2011 reconstruction of I-680 in 34 days
- Developed Track-A-Plow process for citizens and businesses to view live location of snowplows, camera view from snowplow and, road conditions; set performance targets for winter operations resulted in improved performance of equipment, materials, and people
- Transformed driver and motor carrier services to online / kiosk for licenses and permits
- First-of-kind demand-based supply chain network design of an entire State, leveraging freight commodity data for business expansion, economic development, and lower business transportation freight costs
- Led transportation funding increase (Gas Tax) through the state legislature in 2015
- Elected 2015-2016 President of the American Association of State Highway Transportation Officials (AASHTO)
- Selected 2016 Vice Chair – Transportation Research Board Executive Committee, National Academies of Sciences, Engineering, and Medicine
- Confirmed twice by the Iowa State Senate in 2011 and 2016

*Wisconsin Department of Transportation / 1994 – 2011*

*Key roles: Director, Bureau of Transit, Local Roads, Rails & Harbors (2011); Operations Director, Highway Division (2005 - 2011); Director, Bureau of Statewide Structures (2004-2005); Manager, Highway Contracts and Bid Letting (2002-2004)*

- Administer local program funding for transit systems, local road programs, freight, and passenger rail systems and, harbors across the state
- Led delivery of annual \$1 billion highway construction program
- Implemented executive-level project management for successful delivery of state Mega project (Marquette Interchange - \$900 million project), completed on-time and on-budget
- Led redesign of DOT emergency operations plan with Wisconsin State Patrol

*FINANCE AND BANKING EXPERIENCE (1988-1991)*

- Corporate Trust account management, bond (federal/local) administration
- Corporate and broker mutual fund account and dispute resolution
- Riggs National Bank (Washington DC) and Kemper Financial Services (Chicago)

## PROFESSIONAL

- *Professional Engineer – State of Wisconsin and Colorado*
- *Wharton Transportation Executive Program 2012 – The Wharton School, Aresty Institute of Executive Education, University of Pennsylvania*
- *Appointed to USDOT Transportation Vulnerability and Resilience Expert Task Group December 2023 to June 2025*
- *Member ASCE, APWA, ICMA*

## ABOUT ME

- Dedicated
- Optimistic
- Fitness Passion
- 5-time Ironman Triathlon Finisher

## REFERENCES

*Annette Dunn*

*Gartner*

Executive Partner

T: 515.231.3083

E: [nettydunn99@gmail.com](mailto:nettydunn99@gmail.com)

*Dr. Caitlin Pedati MD, MPH, FAAP*

*Virginia Department of Health*

Virginia Beach Health District Director

T: 703.898.8173

E: [cspedati@gmail.com](mailto:cspedati@gmail.com)

*Scott Marler*

*Iowa DOT*

Director

T: 515.357.9463

E: [Scott.Marler@iowadot.us](mailto:Scott.Marler@iowadot.us)

*Kelly Langer*

*Lakeside Engineers*

President

T: 262.385.1617

E: [Kelly.Langer@lakesideengineers.com](mailto:Kelly.Langer@lakesideengineers.com)

*Juliana Kitten*

*City of Greeley*

Assistant City Manager

T: 806.678.8407

E: [Juliana.Kitten@greeleygov.com](mailto:Juliana.Kitten@greeleygov.com)

*Stacyc McNamara*

*City of Greeley*

Intergovernmental Affairs Officer

T: 518.929.5415

E: [Stacyc.McNamara@greeleygov.com](mailto:Stacyc.McNamara@greeleygov.com)

*Unique Experience*

*Presidential Appointment – FHWA Administrator (2017)*

- U.S. Senate EPA Committee Approval October 2017
- Withdrew for family reasons December 2017