

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, state 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.



CONTACT

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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

WORK EXPERIENCE

State of Iowa / 2019 – Present

Director & Homeland Security Advisor (2021 – Present)

Chief Operating Officer (2019 – 2021)

As Director of the Iowa Department of Homeland Security and Emergency Management, lead 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 will be complete in 2022 (over \$400 million in repairs and improvements to Upper Missouri River System)
- 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 with State Medical Director and Epidemiologist; implemented state-wide Test Iowa program and developed critical pandemic data analytics for operational management of event

McClure Engineering Company / 2017 – 2019

President

MEC provides 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 practice, generated \$1 million in project work by second year
- Successfully led acquisition process and merger of 170 employee firm into the MEC Team

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).

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WORK EXPERIENCE CONTINUED

State of Iowa – Department of Transportation / 2011 – 2016

Implemented organizational process improvements resulted 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 through the state legislature in 2015
- Safety programs resulted in a 15% reduction in crashes statewide over five years
- 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
- Presented before local, state and federal government bodies and committees

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 program, 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
- Managed statewide program of design, construction, and maintenance of highway structures program (including 14,000 bridges)

FINANCE AND BANKING EXPERIENCE (1989-1991)

- 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)

Unique Experience

Presidential Appointment – FHWA Administrator (2017)

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

PROFESSIONAL

Professional Engineer – State of Wisconsin

Wharton Transportation Executive Program 2012 – The Wharton School, Aresty Institute of Executive Education, University of Pennsylvania

Member – International City / County Management Association

ABOUT ME

- Dedicated
- Optimistic
- CrossFit Athlete / Level 1 Coach
- 5-time Ironman Triathlon Finisher

REFERENCES

Annette Dunn

State of Iowa

Director & State Chief Information Officer

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