

MICHAEL A. GIARDINO

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Summary High-energy aviation leader, planner, team builder and communicator with years of sound, effective decision-making and problem-solving experience in complex, demanding environments. Accomplished in guiding diverse organizations to achieve challenging goals, improve organizational performance, and manage scarce financial resources, while providing for individual growth and achievement. Relevant skills include:

- Leadership/Crisis-Emergency Management
- Financial Management
- Business Development
- Human Resource Management
- Government Operations/Program Planning
- Community/Media Relations
- Government Processes & Relations
- Facilities/Environmental Management

Accomplishments

**Leadership/
Crisis-
Emergency
Management
(EM)** Changed cultures/images of ROC/PHF after dishonorable departures of three predecessors (one convicted of 22 felonies). Leading in the aftermath of FAA and State investigations, two civil lawsuits, a federal criminal trial, and a Global Pandemic. Rebranded commercial service airports. Zero major discrepancies at PHF, ROC & NQX during scores of compliance inspections. Immediate Past ACI-NA Small Airport Chair led on legislative and policy issues facing airports.

**Financial
Management/
Business
Development** Increased PHF bottom line \$16M in 5 years. ROC won state competition grant leading to 13 awards for a \$79M debt-free project. Left ROC with nearly zero debt, reduced Residual Airline Fees by 62% & Cost Per Enplanement by 57%. Recruited PHF's first new commercial service in 8 years and largest ever privately funded airport development project. Secured \$847,000 SCASD Grant.

**Human
Resource
Management** Focused on fostering great culture and taking care of people. Right-sized airport HR budgets (normal and pandemic). Revised police/fire department work schedules saving overtime. Instituted Interest-Based Bargaining Unit team & bi-lingual training. Airports received overdue pay raises from conservative budgets.

**Government
Operations/
Program
Planning** Career of international, federal, state, and local government experience. Conscientious steward of federal and state grants attaining millions in discretionary funds for aging infrastructure. Decades of experience working with government and private concerns to get the job done. Aggressive yet comfortable in competitive federal and state grant funding arena.

**Community
Relations /
Government
Relations** Initiated jet noise monitoring program/mitigation strategy. Hosted two "Blue Angels," one "Thunderbirds" air shows, numerous 5K events raising hundreds of thousands of dollars for charitable organizations. Frequent radio and TV (local, CNN) guest and print contributor. Aggressive community advocate experienced in Washington, D.C. and state capitals getting things done for localities.

**Facilities
Management** Focused on fun and the "Passenger Experience." The **inaugural winner** of a New York State-wide competition leading to a \$79M Terminal Revitalization that won 13 awards, including the 2018 (first year) AAAE Innovation Award, for innovation and sustainability. Leader on newest technologies and innovations especially for persons with disabilities. Recognized regionally and nationally by the Hearing Loss Association of America as Community Person of the Year.

Work History

Interim Airport Assistant Director, City of Brownsville KBRO **2023-Present**
Directs, plans, manages, and organizes all functions at Brownsville South Padre Island International Airport.

Executive Director, Peninsula Airport Commission (CEO) KPHF **2017-2023**
Led staff of 90 for six politically appointed Commissioners. Restored tarnished brand and culture. Saved airport from insolvency. Led through COVID-19. \$8M operating budget and \$193M capital plan.

Director of Aviation / Administrative Director (COO/CEO) **2012-2017**
Monroe County, New York / Monroe County Airport Authority
Led a staff of 120 personnel for a 7-member Authority Board and elected County Executive in operating the Greater Rochester International Airport (KROC). Directed and executed \$32M operating budget and \$79M aviation capital improvement project that won 13 awards. Restored integrity.

Village Manager / Treasurer (COO/CFO) Brockport, New York **2011-2012**
Provided most economical/efficient overall direction, coordination and control of the day-to-day activities and operations. CFO prepared, oversaw, and executed Village annual budget.

Executive Officer Naval Air Station Key West KQNX **2007-2011**
Deputy Commander/Naval Aviator. Chief Operating Officer (COO) directed daily operations of 7 annexes, covering 6,300 acres, supporting 39 tenants, 5,500 employees receiving 20,000 visitors per year. \$55M operating budget. Directed 12 department heads and 800 employees.

▪ **Section Head, Special Air Operations, Ramstein, Germany.** **2004-2007**
Director of Air Operations (Kabul) and Lead Planner, Kandahar Afghanistan
Supervised all NATO Allied Command air operations in Afghanistan as Chief of Air Operations. Planned/Designed/Budgeted operations and sustainment of Kandahar multi-national base.

▪ **Operations Analyst Section Head, Chief of Naval Operations Program.** **2001-2004**
Assessments Division, Pentagon, Washington DC
9/11 survivor. Program budget and research analyst for operations and maintenance programs totaling over \$1B. Conducted theoretical, statistical and simulator analyses of complex systems.

▪ **Previous work experience includes:**
U. S. Navy Officer. Top Secret/SCI/SAP clearance. Mishap-free Naval Aviator with over 2,450 flight hours. Credited with 110 helicopter-borne rescues after Hurricane Floyd-awarded the Air Medal. Maintenance Officer responsible for 14 aircraft and 250 personnel executing \$9M budget. Leader of seagoing units flying dangerous missions in harsh environments. Nuclear Weapons Safety Officer.

Education	U. S. Naval War College	Master of Arts
	Naval Postgraduate School	Graduated
	U. S. Navy Aviation Undergraduate Flight Training	Naval Aviator
	State University of New York College at Brockport	Bachelor of Science

Affiliations
Virginia Peninsula Chamber of Commerce Board of Directors (ex-officio)
ACI-NA Small Airports Committee Immediate Past Chair (Two Year Term)
Board of Directors, Virginia Aviation Operators Council (VAOC)
Board Member, Hampton Roads Transportation Organization
Past President, New York State Aviation Management Association (NYAMA)
Certified Member, C.M., American Association of Airport Executives (AAAE)
National/Regional Person of the Year, Hearing Loss Association of America