



Airport Manager Hiring Committee Agenda

June 11, 2025 at 4:30 PM

Airport Alaska Room (In Person Only)

Public Meet & Greet 4:30-5:30p.m.

Followed by Airport Manager Hiring Committee & Airport Board Members Interview of Finalists

A. PUBLIC MEET & GREET 4:30-5:30P.M.

B. CALL TO ORDER & ROLL CALL

C. AGENDA CHANGES

D. AGENDA TOPICS

1. Hiring Committee and Airport Board Interview of Michael Clow.

The interview will primarily be held in public, but the end of each interview will be held in executive session.

E. EXECUTIVE SESSION

1. Airport Manager Candidate Interview - Confidential portion

Suggested Motion: I move that we recess into executive session to discuss matters which may tend to defame or prejudice the character or reputation of any person, namely any confidential information to be discussed with the Airport Manager Candidate(s).

F. SUPPLEMENTAL MATERIALS

G. ADJOURNMENT

ADA accommodations available upon request: Please contact the Clerk's office 36 hours prior to any meeting so arrangements can be made for closed captioning or sign language interpreter services depending on the meeting format. The Clerk's office telephone number is 586-5278, e-mail: city.clerk@juneau.gov.

Airport Executive Management

Creating Air Transportation Gateways

Best-in-class Aviation Expert who determines current and future operational needs while overseeing a wide range of programs and activities at local, state, and national airport systems. Dynamic, innovative, and strategic leader that ensures attainment of operational and business goals. Well versed in management of aviation activities. Drives airport program efforts and represents airport with community, industry, and government stakeholders. Provides orderly and efficient operations while maintaining a strong focus on business, safety, security, and customer service.

- **Extensive strategic and operational leadership in aviation.**
- **Experienced Leader at Commercial Service and General Aviation airports including Republic, Newark Liberty International, Atlantic City International, Morgantown Municipal, and Tallahassee Regional Airports.**
- **Strategic leader who directs airport operational activities, regulatory compliance, future development, strategic projects in partnership with FAA, TSA, CBP, State Aviation Agencies, and other agencies; partners with airlines, stakeholders, and neighbors; sustainability and resiliency; and a leader in developing programs that support and enhance customer experience.**

Value – Added Expertise

*Multi-Discipline Direction of Aviation Functions
Led Teams of at small and mid-sized airports
Oversee Operational and Capital Budgets
Stakeholder and Community Relationship Expert*

Demonstrated competencies:

<i>Visionary and Innovative</i>	<i>Entrepreneurial and Creative</i>	<i>Collaborative and Transparent Leader</i>
<i>Champion for the Passenger Experience</i>	<i>Aviation Business Acumen</i>	<i>Community and Stakeholder Relations</i>
<i>Environmental Stewardship</i>	<i>Diversity and Inclusion</i>	<i>Political and Sector Awareness</i>
<i>Business, Air Service, and Capital Development Expert</i>		<i>Airport and Aviation Industry Leader</i>

Professional Experience and Impact

Delaware River and Bay Authority | New Castle, DE | 2024–2025

Bi-state, Multimodal Transportation Authority

GOVERNMENTAL AFFAIRS AND GRANTS ADMINISTRATION MANAGER (2024-2025): Assistant to the Executive Director managing the Authority's local, state, and federal legislative, regulatory, and policy development in its transportation strategies; formulating and executing policy, legislative, and advocacy strategies at governmental levels to help advance the interests of the Authority; and management and administration of governmental grants.

- Manage Governmental Affairs and Grants Programs for the Authority's assets, including the Delaware Memorial Bridge, Wilmington Airport, Cape May Airport, Millville Airport, Delaware Airpark, the Civil Air Terminal at Dover AFB, the Cape May Lewes Ferry, the Forts Ferry, and the Veterans Memorial Plaza.
- Monitor and respond to legislative issues, working with Federal and State legislators and staffs.
- Research, identify, develop, and respond to grant opportunities. Prepare proposals and grant applications.
- Awarded over \$30M in grants from FAA, FTA, EPA, and FEMA. Another \$100M in applications pending.

Avports LLC | Farmingdale, NY, Newark and Atlantic City, NJ | 2016–2024

Airport and aviation facility management company, overseeing airports across United States.

ASSISTANT MANAGER/CHIEF OPERATING OFFICER - REPUBLIC AIRPORT (2019-2024): Lead operations, maintenance, security, administration, and finance for airport, overseeing 4 direct reports, \$4.5M operating budget, and \$20M capital budget. Direct aeronautical planning, infrastructure development, tenant relations, and efforts for international general aviation airport with 600 acres and 2 runways.

- Directed airport staff supporting 250K+ annual operations, 400 based aircraft, and over 50 tenants including 4 Fixed Base Operators (FBO), 4 major flight schools, and American Airpower Museum.
- Managed \$4.5M annual operating budget for 30 staff members, providing operations, security, ARFF, maintenance, finance, contracting, and administration oversight.
- Manage \$20 million annual Capital Program, including monitoring Federal and State grant programs.
- Guided COVID-19 response, engaging tenants proactively to ensure alignment of response throughout pandemic; served as liaison to 8 key and 45 additional tenants.
- Managed Tenant Alteration Program with 120K square foot in construction and additional 1M in next 5 years.
- Project managed \$22M Runway Safety Area Enhancement and \$11M Taxiway Reconstruction Projects.
- Manage COVID related and BIL program grants for airport totaling \$1.25M.

See next page for continuation of relevant work experience....

CHIEF EXECUTIVE – TERMINAL A AIRLINE PARTNERS – NEWARK LIBERTY INTERNATIONAL AIRPORT (2016-2019):

Directed operations, maintenance, administration, and finance of 36 gate Domestic Terminal supporting over 14 million passengers and 73,000 flights per year. Managed 8 contracts totaling \$12M+ for maintenance and custodial services, \$12.5M operating and \$2.5M capital budget. Supervised 110+ employees including operations, maintenance, and custodial. Directed all aspects of airline consortium leasing the Domestic Terminal (Terminal A) encompassing 6 airlines and The Port Authority of New York and New Jersey (as tenant) and 50+ concessionaires and service providers.

- Drove improvements including 7 new customer amenities impacting aesthetics, wait times, taxi queues, and restroom enhancements. Introduced ACI Airport Service Quality Initiative (ASQI) program to manage customer expectations. Represented Airline Partnership on Port Authority Executive Director Customer Service Committee.
- Recovered \$1.5M+ in overdue invoices due to AvPORTS and subcontractors from tenants and concessionaires.
- Managed airport certification (Part 139) activities and security (Part 1542) activities.

AIRPORT MANAGER - ATLANTIC CITY INTERNATIONAL AIRPORT (2016): Directed team of 48 across all aspects of airport operations while overseeing \$13M operating budget. Served as liaison to South Jersey Transportation Authority and Port Authority of New York and New Jersey. Provided administrative and financial support to South Jersey Transportation Authority and served as customer liaison for airlines and concessions.

- Supported 1.2M+ passengers and 75K operations; managed \$17M operating and 5-year \$65M capital budgets.
- Initiated Concession Management Program, developing KPIs and monitoring procedures.
- Oversaw support services including parking, shuttle bus, ground transportation, and rental car operations.

Federal Aviation Administration | Washington, DC | 2014–2015

Major government agency with annual budget of \$12B.

AIRPORT PLANNING SPECIALIST: Developed and coordinated aviation and system studies, policy analyses, and guidance; provided project leadership and technical guidance, on demand forecasting, airside, and landside capacity, and delay forecasting. Served as team lead for review and coordination of aviation forecasts and assisting future airport development. Reviewed and recommended spaceport and launch applications and worked with the Commercial Space Office on airport/spaceport regulations. Oversaw UAS program.

City of Morgantown | Morgantown, WV | 2011–2013

Third largest airport in state of West Virginia.

AIRPORT DIRECTOR: Provided strategic leadership to airport encompassing operations, maintenance, administration, financial services, and fixed base operator service. Developed long-term and short-term plans while leading team of 12 employees; oversaw \$12.5M operating and \$1.5M capital budget for 50 based aircraft and 40K annual operations. Managed 5-year capital plan of over \$80M.

- Addressed issues with employee culture stemming from prior leadership by improving employee relations and building atmosphere of collaboration.
- Assumed control of Master Plan Update, meeting with consultants, staff, and community to move project forward.
- Transformed 130 acres of unusable airport property into \$25M West Virginia National Guard Readiness Center and \$100M Business and Industrial Park in partnership with Morgantown Community Development Authority.
- Directed airport certification (Part 139) and security (Part 1542) activities including implementation of Airport Certification Manual, Airport Emergency Plan, Wildlife Hazard Mitigation Plan, and Snow and Ice Control Plan.

Additional Career History:

- Airport Planning, Development, Environment, and Technical Services Manager for the City of Tallahassee
- Airport Facilities Manager for the City of Tallahassee
- Adjunct Instructor at Embry-Riddle Aeronautical University
- Principal at MJC Aviation Services, Associate with Aviation Career Services, Senior Planner at The Onyx Group
- Career Naval Officer, Aviation Maintenance and Logistics Manager, and Naval Flight Officer

Education & Professional Development

MBA, Specialization in Aviation - Embry-Riddle
Aeronautical University

**MS, Aeronautics, Dual Specialization in Aviation
Management and Aviation Operations** - Embry-Riddle
Aeronautical University

BS, Naval Science - Iowa State University

Accredited Airport Executive (A.A.E.) - American
Association of Airport Executives (AAAE)

International Airport Certified Employee (IACE) -
International Association of Airport Executives

Airport Certified Employee (Operations and SMS) - AAAE

Certified Public Manager (CPM) - American Academy of
Certified Public Manager

Project Management Professional (PMP) – Project
Management Institute (In progress)