



## AGENDA

### SPECIAL MEETING OF THE VILLAGE COUNCIL- COUNCIL CANDIDATE INTERVIEWS

Tuesday, September 02, 2025

4:30 PM

Village Hall – 21 East Church Street, Lake Orion, MI 48362

(248) 693-8391 ext. 102

1. Call to Order
2. Roll Call and Determination of Quorum

**ADDRESSING THE VILLAGE COUNCIL:** Each person wishing to address the village council shall be afforded an opportunity to do so. If you wish to comment, please stand or raise a hand to indicate that you wish to speak. When recognized, give your name and address and direct your comments to the Chair.

#### **Purpose of Special Meeting: Council Candidate Interviews**

3. Call to the Public
4. Other Items
  - A. Council Interviews
  - B. Hughes Interview 4:40 PM
  - C. Hobbs Interview 5:00 PM
  - D. Papacek Interview 5:20 PM

5. Call to the Public

6. Adjournment

*In the spirit of compliance with the Americans with Disabilities Act, individuals with a disability should feel free to contact the Village, at least three (3) business days in advance of the meeting, if requesting accommodations. The Village of Lake Orion will provide foreign language or hearing impaired interpretation services for those individuals who contact the village to request such services at least seven (7) days prior to the meeting.*

*En el espíritu de la observancia de la Ley de Estadounidenses con Discapacidades, las personas con discapacidad debe sentirse libre para ponerse en contacto con el pueblo, por lo menos tres (3) días hábiles de antelación a la fecha de la reunión, si se solicitan alojamiento. El municipio de Lake Orion proporcionará idioma extranjero o personas con problemas de audición servicios de interpretación para las personas que se ponen en contacto con el pueblo de solicitar dichos servicios con no menos de siete (7) días antes de la reunión.*



## COUNCIL ACTION SUMMARY SHEET

**MEETING DATE:** September 2, 2025

**TOPIC** Council Interviews

### BACKGROUND BRIEF:

Council is to interview applicants for Carl Cyrowski’s vacant position with a term expiring November 8, 2026. Council member Cyrowski served on the following boards:

- Village Council representative to Orion Community Cable Communications Communications (OCCC) with a remainder of term expiring November 8, 2026.
- Village Council representative to North Oakland Transportation Authority (NOTA) for a term expiring November 8, 2026.
- Village Council Alternate to the Paint Creek Trailways Commission for a term expiring November 8, 2026.

All applicants for the Council vacancy have been contacted and provided with instructions to review the Council interview questions and access the Village Council packet once published.

### The eligibility for office is as follows:

#### “Section 4.1 ELIGIBILITY FOR OFFICE IN VILLAGE.

No person shall be elected or appointed to any office who is in default to the village, or has been convicted of a felony. The election or appointment of any such defaulter or person shall be void. No person shall be eligible to any elective office of the village, other than that of Village Manager and Village Attorney, unless he shall be of legal age, a registered elector in and the owner of real property assessed for village taxes in his name, or shall be the lawful husband or wife of such a person, and shall have been a resident of the village for at least two (2) years immediately prior to the date of his election to any such office.

(Adopted 3-13-67)

**RECOMMENDED MOTION:** No recommended motion. Motion for appointment to council will be made at the September 8, 2025 Regular Council meeting at 6:30 PM.

**Section 4.1 ELIGIBILITY FOR OFFICE IN VILLAGE.**

*Section 4, Item A.*

No person shall be elected or appointed to any office who is in default to the village, or has been convicted of a felony. The election or appointment of any such defaulter or person shall be void. No person shall be eligible to any elective office of the village, other than that of Village Manager and Village Attorney, unless he shall be of legal age, a registered elector in and the owner of real property assessed for village taxes in his name, or shall be the lawful husband or wife of such a person, and shall have been a resident of the village for at least two (2) years immediately prior to the date of his election to any such office.

(Adopted 3-13-67)



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## COUNCIL ACTION SUMMARY SHEET

**MEETING DATE:** September 2, 2025

**TOPIC** Will Hughes 4:40

**BACKGROUND BRIEF:**

Will Hughes interview time slot of 4:40 -5:00 PM



**RECEIVED**  
 AUG 19 2025  
 VILLAGE OF LAKE ORION

21 E. Section 4, Item B.  
 Lake Orion, MI 48364  
 248-693-8391  
 www.lakeorion.org  
 (An Equal Opportunity Employer)

## Application for Village Board or Committee

Thank you for your interest in serving on a Board or Committee. The purpose of this form is to provide the President and the Village Council with basic information about applicants considered for appointment.

### Applicant Information

Board or Committee of Interest:	Village Council Member (Cyrowski replacement)	Date:	8/18/25
Full Name:	<div style="display: flex; justify-content: space-between;"> <span>Hughes</span> <span>William</span> <span>E</span> </div> <small style="display: flex; justify-content: space-between; font-size: 8px;"> <span>Last</span> <span>First</span> <span>M.I.</span> </small>		
Address:			
Email:			
Occupation:	Business owner & Deputy (Oakland County)	Home Phone:	(same)
Educational Background:	Masters in Mechanical Engineering (Lawrence). Masters in Business (Walsh)		
		Length of Residence in the Village:	7 years

**Reason for interest:**  
 I believe i would bring a level-headed, data driven approach to decision making and be an asset to the Village of Lake Orion.

Emergency Contact	Ashley DuBay	Phone:	
	Name & Address		Cell:

### Related Employment Experience (most recent first)

Company:	Oakland County Sheriff	Phone:	863-266-7047
Address:	57W, Pontiac, MI		
Job Title:	Marine Deputy		
Responsibilities:	Responsible for Lake Orion Marine Patrol (Patrol boat at my dock).		
From:	1/2004	To:	Present

Company:	NautiAnchor.com		Phone: 863-260-7047
Address:	622 Detroit Ave, Lake Orion, MI 48362		
Job Title:	President		
Responsibilities:	I have developed & Engineered a successful anchoring system for pontoons & PWC water vehicles.		
From:	1/2023	To:	Present

Company:	Stellantis		Phone:
Address:	1000 Chrysler Dr., Auburn Hills MI 48361		
Job Title:	V.P. of North America Advance Engineering Development		
Responsibilities:	Responsible for all North American Ram, Chrysler, Jeep, Dodge Advance Engineering Development. 985 employees reporting. I have 13 U.S. Patents		
From:	6/1984	To:	12/2023

**Past Experience or Other Relevant Information**

(Village Boards, Churches, Civic or Community Groups, Memberships, Associations, etc. Attach resume or additional page, if necessary.)

**Personal References**

Please list three professional references (not former employers or relatives).

Full Name:	Mark Amundson	Relationship:	Friend
Company:		Phone:	
Address:	Village Offices		
Full Name:	George Dandalides	Relationship:	Friend
Company:	Village Council	Phone:	
Address:	Village Offices		
Full Name:		Relationship:	
Company:		Phone:	
Address:			

**Boards or Committees of Interest**

(Select in order of your preference: 1=First Choice, 2=Second Choice, 3=Third Choice)

<input type="checkbox"/> Downtown Development Authority (DDA)	<input type="checkbox"/> Parks & Recreation Advisory Committee
<input type="checkbox"/> Zoning Board of Appeals (ZBA)**	<input type="checkbox"/> Planning Commission
<input type="checkbox"/> Development Area Citizen Council (DACC)	<input checked="" type="checkbox"/> Cyrowski Replacement
**Contact the Village Clerk's Office for additional application requirements. NOTE: YOUR APPLICATION WILL BE KEPT ON FILE FOR 2 YEARS.	

**Disclaimer and Signature**

Section 4, Item B.

To the best of your knowledge, do you or a member of your immediate family have any direct financial or business relationships with any supplier, service provider or contractor of the Village of Lake Orion from which you or they derive direct compensation or financial benefit?

YES

NO

If yes, please explain:

Printed Name: William Hughes Date: 8/18/2025

Signature:



**FOR OFFICE USE ONLY:**

Date Appointed	
Term Expired	
Date Reappointed	

**Disclaimer and Signature**

Section 4, Item B.

*I certify that the facts set forth in this Application of Employment, in my resume and in the other material I have submitted are true and complete. I understand and acknowledge that false information provided by me will result in disqualification from employment with the Village of Lake Orion (hereinafter "the Employer") or in dismissal from employment if an offer of employment has been made and accepted.*

*I hereby authorize the Employer, to contact all my former and current employers, educational institutions and the other references I have provided regarding me and my performance record and work, academic and/or military experience. I also hereby release the Employer and its employees and agents, and all of my former and current employers, educational institutions, and the other references I have provided, from any and all liability and damages for releasing or using information concerning me and my performance record and work, academic and/or military experience. I also hereby waive any right under the Bullard-Plawecki Right to Know Act, 1978 PA 397, to receive written notice from the Employer or any former or current employer, that disciplinary reports, letters of reprimand, or other disciplinary action taken against me while employed, will be or have been disclosed to a third person or entity.*

*I also understand that the Employer may, in its sole discretion, conduct or have conducted by an individual or entity of its choice, a conviction-only criminal background history search on me. I hereby consent to this search being conducted and to the disclosure of the results of that search by the individual or entity conducting the search to the Employer. I further hereby release the individual or entity conducting the search, the Employer, and its employees and agents, from any and all liability, claims and damages, including but not limited to, claims for releasing or using any information revealed as a result of this search. I also understand and acknowledge that false information provided by me or convictions will result in disqualification from employment with the Employer or in dismissal from employment if an offer of employment has been made and accepted.*

*In consideration of my employment, and subject to any collective bargaining agreement applicable to me, I agree and understand that my employment and compensation can be terminated with or without cause, with or without notice at either my option or at the option of the Employer, it being mutually understood and agreed that my relationship with the Employer is one of employment at will and no representation of the Employer, other than the Village Council, has any authority to enter into any agreement for employment for any period of time or to make any agreement contrary to the foregoing, and any such agreement must be in writing and signed by the President of the Village Council.*

*I hereby consent to having a physical and/or psychological examination and/or test(s), including but not limited to drug and/or alcohol testing, conducted by a physician or other professional of the Employer's choice, and understand that any offer of employment is conditioned upon the results of this examination(s) and/or test(s).*

*Subject to the terms of any collective bargaining agreement applicable to me, I agree not to commence any action or suit relating to my employment with the Employer more than 180 days after the occurrence of the facts giving rise to the claim, or more than 180 days of the date of my termination of such employment, whichever is earlier, and to waive any statute of limitations to the contrary.*

*If I am employed, I understand that additional personal data will be required for determination of benefit eligibility and for statistical purposes.*

*I will abide by all policies, rules and regulations of the Employer.*

*If this application leads to employment, I understand that false or misleading information in my application or interview may result in my release.*

Printed Name:

William Hughes

Date: 8/18/2025

Signature:

[Redacted Signature]

**VILLAGE OF LAKE ORION  
COUNCIL CANDIDATE INTERVIEW QUESTIONS**

1. Could you please briefly tell us a little about yourself and your connection to the Lake Orion community?
2. What does being a council member mean to you?
3. Have you ever previously served as an elected official, and, if so, in what position or capacity?
4. How long have you been interested in municipal government, and what motivates you to serve on the village council?
5. Does your professional or personal schedule permit you to be available to prepare for and attend regular and special council meetings, to serve on other boards and commissions as needed, and to be able to attend important community events? Do you have any schedule conflicts that we should consider?
6. If you had choose just one, what single issue or concern do you feel is most pressing for the village to address or should receive the most attention or resources?
7. Are you aware of any potential conflicts of interest, directly or indirectly, that would impair your ability to serve on the village council?
8. In what ways do you feel you will be effective in supporting the village and its taxpayers?
9. What priorities would you hope to accomplish during your service on the village council?
10. Is there anything else you think we should know about you as we consider you for the village council position.

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Updated 8/28/2025



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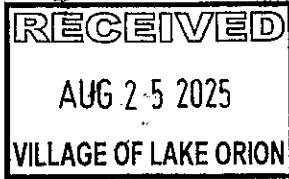
## COUNCIL ACTION SUMMARY SHEET

**MEETING DATE:** September 2, 2025

**TOPIC** Doug Hobbs 5:00

**BACKGROUND BRIEF:**

Doug Hobbs interview time slot of 5:00 PM-5:20 PM



21 E. Church Street  
Lake Orion, MI 48362  
248-693-8391  
www.lakeorion.org  
(An Equal Opportunity Employer)

Candidate Application for Appointment to Lake Orion Village Council

Date: 8-25-25

Applicant Information			
Full Name:	<u>HOBBS</u> Last	<u>DOUGLAS</u> First	<u>D.</u> M.I.
Address:	[REDACTED]		
	Street Name		
	[REDACTED]	[REDACTED]	[REDACTED]
	City	State	ZIP Code
Email:	[REDACTED]	Cell Phone:	[REDACTED]
		Home Phone:	//
Employment:	<u>SEMI RETIRED ST. JOSEPH MERCY HOSPITAL / BEHAVIORAL MED.</u> Employer Name		
Address:	<u>44405 N. WOODWARD.</u> <u>PONTIAC, MI, 48341</u>		
Occupation:	<u>MENTAL HEALTH TECHNICIAN.</u>		
Work Phone #:	<u>248-858-3625</u>		

How long have you lived in the Village of Lake Orion? 23 Years

Are you a registered voter in the Village of Lake Orion? Yes  No

Are there any reasons you might have a conflict of interest if you were appointed to the Village Council?  
Yes  No  If yes, please explain: \_\_\_\_\_

Have you ever been convicted for anything other than a minor traffic violation? Yes  No

**Past Experience or Other Relevant Information**

(Village Boards, Churches, Civic or Community Groups, Memberships, Associations, etc. Attach resume or additional page, if necessary.)

<p>VILLAGE COUNCIL 2008 - 2022                  BZA                  PLANNING COMMISSION                  PAINT CREEK TRAIL - VILLAGE REP.                  ORION CABLE COMMISSION VILLAGE REP.</p>	<p>LATEER APOSTOLIC CHURCH, MEMBER</p>
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**Education**

High School:	PONTIAC CENTRAL 1971	
Technical or Vocational:		
College:	BAKLAND COMMUNITY COLLEGE	ASSOCIATE DEGREE IN MENTAL HEALTH SOCIAL WORK 1995
Graduate or Professional:		

**Related Employment Experience (most recent first)**

Company:	ST. JOSEPH HOSPITAL BAKLAND		Phone:	248-858-3000
Address:	44405 W. WOODWARD PONTIAC MI 48341			
Job Title:	MENTAL HEALTH TECH - BEHAVIORAL HEALTH UNIT.			
Responsibilities:	PATIENT CARE/NURSING			
From:	2002	To:	PRESENT	

Company:	GREEN ART SUPPLY		Phone:	OUT OF BUSINESS
Address:	429 MAIN ROCHESTER MI 48307			
Job Title:	RETAIL SALES			
Responsibilities:	FRAMING - CERAMIC KILN REPAIR/RY-SALES SALES OF ART SUPPLIES TO MICHIGAN SCHOOLS IN METRO & THUMB AREA OF STATE			
From:		To:		

Company:			Phone:	
Address:				
Job Title:				
Responsibilities:				
From:		To:		

**Personal References**

Please list three professional references (not former employers or relatives).

Full Name:	KELLY ORLANDI	Relationship:	NURSE MANAGER FRIEND
Company:	ST JOSEPH MERCY OAKLAND BEHAVIORAL MEDICINE	Phone:	[REDACTED]
Address:	[REDACTED]		
Full Name:	KYLE CAMERON	Relationship:	FRIEND NEIGHBOR
Company:	ORION FIRE DEPT.	Phone:	[REDACTED]
Address:	[REDACTED]		
Full Name:	ANTHONY KINSER	Relationship:	PASTOR
Company:	[REDACTED]	Phone:	[REDACTED]
Address:	[REDACTED]		

**Disclaimer and Signature**

To the best of your knowledge, do you or a member of your immediate family have any direct financial or business relationships with any supplier, service provider or contractor of the Village of Lake Orion from which you or they derive direct compensation or financial benefit?

YES  NO

If yes, please explain:

[REDACTED]

Printed Name: Douglas Hibbs Date: 8-25-25

Signature: [REDACTED]

Emergency Contact: JANICE HIBBS WIFE [REDACTED]

**VILLAGE OF LAKE ORION  
COUNCIL CANDIDATE INTERVIEW QUESTIONS**

1. Could you please briefly tell us a little about yourself and your connection to the Lake Orion community?
2. What does being a council member mean to you?
3. Have you ever previously served as an elected official, and, if so, in what position or capacity?
4. How long have you been interested in municipal government, and what motivates you to serve on the village council?
5. Does your professional or personal schedule permit you to be available to prepare for and attend regular and special council meetings, to serve on other boards and commissions as needed, and to be able to attend important community events? Do you have any schedule conflicts that we should consider?
6. If you had choose just one, what single issue or concern do you feel is most pressing for the village to address or should receive the most attention or resources?
7. Are you aware of any potential conflicts of interest, directly or indirectly, that would impair your ability to serve on the village council?
8. In what ways do you feel you will be effective in supporting the village and its taxpayers?
9. What priorities would you hope to accomplish during your service on the village council?
10. Is there anything else you think we should know about you as we consider you for the village council position.

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Updated 8/28/2025



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## **COUNCIL ACTION SUMMARY SHEET**

**MEETING DATE:** September 2, 2025

**TOPIC** Eric Papacek 5:20

**BACKGROUND BRIEF:**

Eric Papacek interview time slot of 5:20 PM-5:40 PM

Dear Village Manager and/or Council Members,

I'm writing to express my interest in serving on the Village Council. I've been a resident in the Village since 2021. In my relatively short time in Lake Orion, I've been able to experience all the things that make the Village great – the Art/Flower Fair, Fireworks, Dragon on the Lake, Flare Night, the Jubilee, Ice Festival, and meeting many new friends and neighbors. I've also seen a lot of change in the Village over these few years and have actively attended/watched Village meetings for the Council, Planning Commission, Zoning Board, etc.

Prior to my move to Lake Orion, I lived in the city of Rochester, MI since 2004. While in Rochester, my wife and I raised two boys who are now in their early 20's. I was a volunteer youth baseball coach for 12 years, and basketball coach for 4 years. Our family does all the things that everyone does in our area – go to parks, enjoy the lake, neighborhood walks, spend time with family/friends, and dine at our favorite local restaurants!

I graduated from Michigan State University in 1994 with a degree in Statistics, I've always been a numbers-oriented person. After that, I earned an MBA from the University of Michigan. I put those degrees to work in industry/business by working as an Analytic Consultant/Manager over the last 30 years. That experience involved managing budgets, working with cross-functional teams, presenting and evaluating proposals, and designing creative solutions – all in a customer-service capacity. I see parallels in that role, but instead of serving business clients, this role would be serving the members of our community.

Lastly, I also attained the rank of Eagle Scout in my youth (back in 1986). Since then, I've strived to uphold the values in the Scout Oath:

*On my honor, I will do my best  
To do my duty to God and my country  
To obey the Scout Law, to help other people at all times  
To keep myself physically strong, mentally awake, and morally straight*

I'd be honored and proud to serve the community if there's an interim need for a new council member. Thank you for your time and consideration,

[Redacted signature area]

Eric Papacek

[Redacted address area]

RECEIVED  
AUG 18 2025  
VILLAGE OF LAKE ORION



21 E. Church Street  
 Lake Orion, MI 48362  
 248-693-8391  
 www.lakeorion.org  
 (An Equal Opportunity Employer)

**Candidate Application for Appointment to Lake Orion Village Council**

Date: 8-16-25

Applicant Information		
Full Name:	<u>Papacek</u>	<u>Eric</u>
	<small>Last</small>	<small>First</small>
Address:	[REDACTED]	
Email:	[REDACTED]	

Employment:	<u>TTEC Digital</u>
	<small>Employer Name</small>
Address:	<u>100 Congress Ave. Ste. 1425</u>
	<u>Austin, TX 78701</u>
Occupation:	<u>Executive Director, Analytics &amp; Consulting</u>
Work Phone Number	<u><del>313-909-0802</del> 800-835-3832</u>

How long have you lived in the Village of Lake Orion? 4 Years

Are you a registered voter in the Village of Lake Orion? Yes  No

Are there any reasons you might have a conflict of interest if you were appointed to the Village Council?

Yes  No  If yes, please explain: \_\_\_\_\_

Have you ever been convicted for anything other than a minor traffic violation? Yes \_\_\_\_\_ No

**Past Experience or Other Relevant Information**

(Village Boards, Churches, Civic or Community Groups, Memberships, Associations, etc. Attach resume or additional page, if necessary.)

I'm an Eagle Scout, one of ~30k to attain that rank in all of Boy Scouts since 1911. Demonstrated leadership, service, and upholding Scout values and spirit.  
 Volunteer youth baseball coach for 12 years through Roch. Hills Little League and various 503(c) non-profit orgs.  
 Volunteer youth basketball coach - 5 years  
 Engaged L.O. resident active in LD local events and civics

**Education**

High School	Guilford High School (1991) Rockford, IL
Technical or Vocational	—
College	Michigan State University (1994) B.S. Statistics
Graduate or Professional	University of Michigan Masters, Business Administration (2001)

**Related Employment Experience (most recent first)**

Company:	TTEC Digital	Phone: 800-835-3832
Address:	100 Congress Ave. Ste 1425 Austin, TX 78701	
Job Title:	Executive Director, Analytics / Consulting	
Responsibilities:	<ul style="list-style-type: none"> <li>- Lead a team of Data Scientists, Programmers, Analysts, &amp; Consultants serving General Motors clients at their Tech Center.</li> <li>- Client service deliverables to Sales &amp; Marketing executives.</li> <li>- Manage multi-million \$ budget, staffing, and client services.</li> </ul>	
From:	2011	To: current (14 years)

Company:	R.L. Polk & Co. (now part of S&P Global)	Phone: 800-464-7655
Address:	26533 Evergreen Rd., Southfield, MI 48076	
Job Title:	Sr. Consultant / Manager, Analytics Consulting Group	
Responsibilities:	Conduct Market research and consumer analysis for OEMs like Ford, Chrysler, VW/Audi, Mercedes-Benz, etc. Build predictive models to help improve marketing campaigns. Write proposals and build custom solutions for client needs.	
From:	1997	To: 2011 (14 years)

Candidate Application for Village Council

Company:	Market Strategies, Inc.		Phone:	734-542-7600
Address:	17430 College Pkwy Livonia, MI 48152			
Job Title:	Sampling Systems Analyst			
Responsibilities:	Extract research samples & datasets for market research studies. Analyze results of data for Tech, Policy/Politics, Health Care, and Energy Utility companies			
From:	1995	To:	1997	

**Personal References**

Please list three professional references (not former employers or relatives).

Full Name:	Dr. Tom Brice	Relationship:	friend
Company:	University of Michigan	Phone:	[REDACTED]
Address:	[REDACTED]		
Full Name:	Fred Phillips	Relationship:	friend & former colleague
Company:	Alix Partners	Phone:	<del>734-333-3333</del> [REDACTED]
Address:	[REDACTED]		
Full Name:	Harry Stephen	Relationship:	neighbor & friend
Company:	retired	Phone:	[REDACTED]
Address:	[REDACTED]		

**Disclaimer and Signature**

To the best of your knowledge, do you or a member of your immediate family have any direct financial or business relationships with any supplier, service provider or contractor of the Village of Lake Orion from which you or they derive direct compensation or financial benefit?		YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
If yes, please explain:	[REDACTED]		

Printed Name:	Eric Papacek	Date:	8-16-25
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Signature:	[REDACTED]
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<b>FOR OFFICE USE ONLY.</b>	
<b>Date Appointed</b>	
<b>Term Expired</b>	
<b>Date Reappointed</b>	

**VILLAGE OF LAKE ORION  
COUNCIL CANDIDATE INTERVIEW QUESTIONS**

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Updated 8/28/2025