



COUNCIL ACTION SUMMARY SHEET

MEETING DATE: July 13, 2026

TOPIC Confirmation of Village Manager's Appointment of Acting Public Works Director

BACKGROUND BRIEF:

Council is scheduled to approve the Village Manager's appointment of DPW Laborer Salvatore (Sam) Hicks as Acting Public Works Director. Former Director Wes Sanchez has left the employment of the Village to accept a position with the Lapeer County Road Commission. Mr. Hicks will serve as Acting Director until a permanent appointment is made and the new Director assumes the duties of the position. Mr. Hicks has accepted the offer of temporary appointment to the position.

Attached is a copy of the letter of offer of temporary appointment as well as a copy of the job description for the Public Works Director position.

SUMMARY OF PREVIOUS COUNCIL ACTION:

None

FINANCIAL IMPACT:

If approved, Mr. Hicks' wages will increase from \$27.62 per hour (\$57,450 annually) to \$34.35 per hour (\$71,448 annually). All other compensation, benefits, and terms and conditions of employment will remain unchanged. The FY 2025-26 salary range for the Public Works Director is \$71,448 to \$89,852. The FY 2026-27 salary range has not yet been established.

RECOMMENDED MOTION:

To confirm the Village Manager's temporary appointment of Public Works Laborer II/Operator Salvatore (Sam) Hicks to the position of Acting Public Works Director for an indefinite period at an hourly pay rate of \$34.35 effective July 14, 2026, with all other compensation, fringe benefits, and terms and conditions of employment to remain as is outlined in the AFSCME collective bargaining agreement for the Public Works Laborer II/Operation classification.