

**CITY OF ANTIGO  
 COMMITTEE OF THE WHOLE  
 MINUTES OF MEETING HELD  
 SEPTEMBER 24, 2025**

Committee of the Whole of the City of Antigo met in Regular Meeting on the above date at 6:00 PM in the Council Chambers, City Hall, Mayor Thomas C. Bauknecht presiding.

<b>Attendee Name</b>	<b>Title</b>	<b>Status</b>	<b>Arrived</b>
Barb Rebstock	Ward 1	Present	
Roy Dieck	Ward 2	Present	
Tim Kassis	Ward 3	Present	
Mary Hayes	Ward 4	Present	
Mark Edwards	Ward 5	Present	
Joel Wagner	Ward 6	Present	
Glenn Bugni	Ward 7	Present	
Kevin Smith	Ward 8	Present	
Scott Henricks	Ward 9	Present	
Thomas C. Bauknecht	Mayor	Present	

Department Managers in attendance were: Kaye Matucheski, Clerk-Treasurer/Finance Director; Daniel Duley, Police Chief; Kirk Packard, Street Commissioner; Corey Smith, Fire Chief; Elizabeth McCarthy, Building Inspector/Zoning Administrator; Charley Brinkmeier, Land Surveyor/Project Manager; and Sarah Repp, Parks, Recreation, and Cemetery Director.

Others in attendance were: Michael Winter, City Attorney; Jeanne Jensen, Deputy Clerk-Treasurer; Joe Husnick, Antigo Police Department; Darla Hoerman; Rhonda Christian; and Christine Breutzmann.

**Discussion and Action May Occur on Any of the Following Agenda Items**

1. Preliminary 2026 Budget Presentation

Mayor Bauknecht noted the City is in much better shape than originally thought at the last meeting.

Kaye Matucheski, Clerk-Treasurer/Finance Director, explained she discovered the printout she was using for the last meeting had incorrect information. She reviewed a number of the items on the 2026 budget overview from the preliminary budget report Alderpersons received prior to the meeting. She noted that in 2026 there is a twenty-seventh pay period which will affect the budget for all non-exempt employees. These employees will receive an entire extra paycheck for the year which will be approximately \$164,000 additional expense in wages and benefits. This does not affect exempt employees as their annual salaries are divided by twenty-seven instead of twenty-six. A twenty-seventh pay period only happens about once every ten years. If the City did not have that, the budget would already be balanced. This issue will disappear in 2027 as we will then go back to twenty-six pay periods. She noted the State Shared Revenue increased \$120,550.

Ms. Matucheski noted the City has an ordinance to keep 25 - 30% of the annual expenses in the undesignated fund balance. She explained she is hesitant to change that because that policy has a huge positive effect on the City's Standards and Poor rating which is very important for bonding and interest rates. The City tries to stay at about 27 1/2%. Allowable levy limit is about \$3,807,579. The City's levy limit will allow us to increase the budget by \$78,328.

Ms. Matucheski noted both the Police Department and Fire Department Union Contracts are up for negotiation. Normally non-represented staff receive the same percentage as the union contracts but since the contracts will not be settled, an increase of 3% is being proposed and is

included in the document presented. The demolition budget has \$50,000. \$66,500 is the total that has been funded previously for donations to organizations. She then reviewed the anticipated needs of 2026. Discussion followed on the contract with the Dirks Group. She noted there is an automatic renewal clause in the contract as of October 1 with thirty day notice to get out so it is too late to get out this year. She reviewed the debt service information noting the City is in great shape with being only at 11.45% of allowable debt.

Discussion followed on fire truck replacement and plans. Upon inquiry by Alderperson Kassis, Corey Smith, Fire Chief, stated leasing may be a possibility. Chief Smith further commented all avenues will be looked at.

Mayor Bauknecht talked about discussion that was held with the School District regarding Eckart Street changes that will be needed due to the new school and 22 busses coming down the road. Charley Brinkmeier, Land Surveyor/Project Manager, reviewed additional details. It was noted that Jake Leiterman from the School was agreeable to taking forward to the School Board the School covering some of the expense for this.

Ms. Matucheski explained the enterprise funds are all by user fees and not by tax levy funding. A cash flow budget is done for each of these funds (water, sanitary sewer, storm sewer, and broadband utilities). The contract with Infrastructure Alternatives (IAI) was then discussed noting the change in how bills are paid.

Ms. Matucheski commented on the importance of looking at the numbers and not just the percentage change listed on items as that can be misleading. She then reviewed the levy recap discussing the funds that affect the tax levy. The City has to meet the levy limit of \$3,807,579. She talked about the health insurance and that the employees deductibles and out of pocket expenses will most likely have to increase. Right now the City is in great shape with this budget. She is estimating there will be about a 15 cent increase on the mill rate which would be a \$15 increase in the taxes on a \$100,000 house. October 15th Committee of the Whole meeting should have a final budget to review. She then discussed the other insurance increases and the reason for the increases.

## 2. Hiring of a City Administrator

Mayor Bauknecht noted the City is looking at delaying this until the end of the year. Ms. Matucheski noted Council will need to look at the best emphasis needed in a City Administrator. Alderperson Bugni suggested looking at a 90 day trial period. Discussion followed on the importance of having an Administrator.

## 3. 2026 Cost of Living Increase of 3% for Non-Represented Employees

Ms. Matucheski noted a 3% increase is being proposed.

Alderperson Dieck noted he is opposed to any increases based on a percentage. He talked about a ratio system where the ratio does not change. Alderperson Smith commented on cost-of-living versus merit.

Motion to approve a 2026 cost of living increase of 3% for non-represented employees.

Alderperson Hayes commented on agreeing with Alderperson Dieck and reviewed calculations she had done on a percentage-based increase for all employees.

Ms. Matucheski explained the way City employees are paid and the history.

<b>RESULT:</b>	<b>RESOLUTION TO COUNCIL [6 TO 3]</b>
	<b>Next: 10/8/2025 6:00 PM</b>
<b>MOVER:</b>	Tim Kassis, Ward 3
<b>SECONDER:</b>	Kevin Smith, Ward 8
<b>AYES:</b>	Hayes, Smith, Rebstock, Kassis, Bugni, Henricks
<b>NAYS:</b>	Roy Dieck, Mark Edwards, Joel Wagner

#### 4. Contributions to Other Organizations

Aldersperson Edwards commented he does not feel the City should give any contributions this year.

Aldersperson Kassis stated he agreed in part but feels the City does need to support AVAIL.

Mayor Bauknecht stated he feels it would be an injustice to give them nothing.

Aldersperson Bugni commented that when it was thought the City would not have the money, we definitely would have looked at cutting back but as long as the City is able to, he feels we need to fund them.

Aldersperson Edwards commented Council is then forcing people to donate to groups they do not want to because they are taxpayers.

Aldersperson Henricks asked if Council members have received comments from citizens that we should not donate? To which Aldersperson Edwards was the only one that said he did.

Aldersperson Henricks noted no one has come to him requesting cuts to any of the donations.

Aldersperson Bugni moved, Aldersperson Rebstock seconded, to fund these groups at the same level as last year.

Aldersperson Hayes stated she feels the Boys & Girls Club should get the \$20,000 they requested.

Aldersperson Hayes moved to amend the motion to contribute \$20,000 to the Boys & Girls Club. There was no second to the motion so the proposed amendment lost.

Roll call on the original motion to fund the organizations at the same level as the previous year.

<b>RESULT:</b>	<b>MOTION LOST [4 TO 5]</b>
<b>MOVER:</b>	Glenn Bugni, Ward 7
<b>SECONDER:</b>	Barb Rebstock, Ward 1
<b>AYES:</b>	Kevin Smith, Barb Rebstock, Glenn Bugni, Scott Henricks
<b>NAYS:</b>	Hayes, Dieck, Kassis, Edwards, Wagner

Aldersperson Kassis commented on these organizations receiving funds from other places. Discussion followed on the merits of the different organizations.

Aldersperson Rebstock moved, Aldersperson Bugni seconded, to act on each organization separately.

Motion carried by voice vote with Alderspersons Dieck, Edwards, and Wagner voting no.

Aldersperson Rebstock moved, Aldersperson Henricks seconded, to fund the Boys & Girls Club at \$10,000.

Roll Call: Ayes were: Smith, Bugni, Henricks, Rebstock, Dieck, Kassis, and Hayes. Noes were: Edwards and Wagner. Carried.

Aldersperson Henricks moved, Aldersperson Bugni seconded, to fund the Humane Society at \$3,500.

Roll Call: Ayes were: Smith, Bugni, Henricks, Rebstock, Dieck, Kassis, and Hayes. Noes were: Edwards and Wagner. Carried.

Aldersperson Hayes moved, Aldersperson Bugni seconded, to fund the Children's Service Society at \$3,000.

Roll Call: Ayes were: Smith, Bugni, Henricks, Rebstock, Dieck, and Hayes. Noes were: Edwards, Wagner, and Kassis. Carried.

Aldersperson Bugni moved, Aldersperson Rebstock seconded, to fund the Senior Center at \$30,000.

Roll Call: Ayes were: Smith, Bugni, Henricks, Rebstock, and Dieck. Noes were: Edwards, Wagner, Kassis, and Hayes. Carried.

Aldersperson Rebstock made a motion to revote and then rescinded it.

Aldersperson Kassis moved, Aldersperson Bugni seconded, to fund AVAIL at \$25,000.

Roll Call: Ayes were: Smith, Bugni, Henricks, Dieck, Kassis, and Hayes. Noes were: Edwards, Wagner, and Rebstock. Carried.

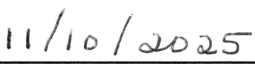
#### **Any Other Matters Authorized by Law to be Considered**

There were no other matters considered.

#### **Adjournment**

Aldersperson Wagner moved, Aldersperson Rebstock seconded, to adjourn at 8:03 p.m. Carried.

  
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Thomas C. Bauknecht, Chairperson

  
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Date