

City of Antigo
Committee of the Whole
Wednesday, October 15, 2025

Committee of the Whole of the City of Antigo met in Regular Session on the above date at 6:30 PM in the Council Chambers, City Hall, Thomas C. Bauknecht presiding.

Call to Order

Attendee Name	Title	Status	Arrived
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	Absent	
Glenn Bugni	Ward 7	Remote	
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 (remote); Elizabeth McCarthy, Building Inspector/Zoning Administrator; and Sarah Repp, Parks, Recreation, and Cemetery Director.

Others in attendance were: Jeanne Jensen, Deputy Clerk-Treasurer; Rhonda Christian; Nathan Suko; Danny Pyeatt; Carol Bardo; and for a portion of the meeting, Walt Wess.

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

Rhonda Christian, 936 Sunset Drive, addressed Committee of the Whole regarding some comments made at a previous meeting regarding raising the real estate taxes. She commented that income is below the State median for Antigo residents and referenced a study she found that shows the City population is decreasing. She commented on funds to the charities. Ms. Christian further commented on the audit report and a deficiency notation.

Kaye Matucheski, Clerk-Treasurer/Finance Director, asked that all agenda items be discussed as a group discussion.

Ms. Matucheski noted in reference to Ms. Christian's comments that of the \$70,000 in contributions that were approved, only \$5,000 was added. The other portion was already included in the proposed budget. It did not increase the total to \$130,000 as Ms. Christian had stated.

Ms. Matucheski then addressed Ms. Christian's comment on the audit deficiency notation. She stated the auditors have reported to council a lot of municipalities have those comments, noting her office only has five employees, so duties must be shared and crossed-trained. Ms. Matucheski stated that notation will be in the audit until the City hires more people in her office in order to segregate the duties, which is not cost-effective for the City. She noted there are many approval processes to provide checks and balances.

Ms. Matucheski noted the City is subject to levy limits and must stay within the net new construction amount. This year the City is limited to an increase of \$78,000. She noted the City always tries to stay at capacity, or it will negatively affect future years' budgets. She noted everything discussed tonight will result in only a \$.088516 increase or an \$8.80 increase in City taxes on a \$100,000 home. She stressed that all Council has control over is the City's budget not any of the other taxing entities. Ms. Matucheski noted the City is not borrowing funds to pay the Capital Improvement Project (CIP) with short-term borrowing and raise the rates like previously discussed due to the budget balancing. She noted the County is borrowing \$2.4 million to pay their CIP, putting it on the tax payer, then paying it off the next year.

Ms. Matucheski then reviewed the proposed changes to the health insurance coverage. She explained the City is self-insured and has stop loss insurance so the City is only responsible for \$60,000 of a person's claims and then stop loss insurance covers any remaining balance. She reviewed the current coverage the employee's have and the proposed coverage with alternative 1. She noted the City must change out of network coinsurance to 25% from 20%. Health insurance coverage will be for all employees. Dental insurance coverage discussion followed and she noted this addition of coverage will only be applicable to non-union employees in the Public Works (DPW) and Parks, Recreation, and Cemetery (PRC) departments. Ms. Matucheski stated she is suggesting a 3.5% wage increase to the nine clerical employees that gave up the .5% when dental insurance was initially implemented. DPW and PRC do not currently have the ability to accrue compensatory (comp) time. Clerical employees can bank up to 40 hours comp time. It is being suggested that DPW and PRC employees be allowed to accrue comp time up to 40 hours.

Ms. Matucheski stated staff is also suggesting a change to the health insurance benefit for the City to pay 90% without a 90-day waiting period for new employees.

Ms. Matucheski explained updates were done on all the accounts that affect the levy limit and she reviewed the information distributed to Council. She noted the City employees are taking the brunt of the hit, so there is not an increase to taxes.

Carol Bardo, 335 Clermont Street, questioned Ms. Matucheski regarding another large reassessment increase for City residents. To which Ms. Matucheski explained last year's reassessment was to get the City property values within 10% of the state required equalized value. She noted any increase would depend on how the housing market changes in the next few years. Mayor Bauknecht noted that last year was the first increase like that in seven years.

Ms. Matucheski noted that by Monday she has to have the public hearing notice ready and to

the Antigo Daily Journal for a publication date of October 27. The public hearing and budget adoption will be at the November 12 Council meeting.

Ms. Matucheski referred to the action items listed on page 3 of her handout.

1. Approve Changing Stop Loss Carriers to SummitRe Effective January 1, 2026

Aldersperson Kassis moved, Aldersperson Bugni seconded, to approve changing stop loss carriers to SummitRe Effective January 1, 2026. Carried.

2. Approve Health Insurance Plan Design Changes to Alternative #1

Aldersperson Bugni moved, Aldersperson Kassis seconded, to approve health insurance plan design changes to Alternative # 1. Noes were: Aldersperson Hayes. Carried.

3. Approve Dental Insurance for Non-exempt Employees that do not have the Insurance now

Aldersperson Hayes moved, Aldersperson Smith seconded, to approve dental insurance for non-exempt employees that do not have insurance now (Department of Public Works and Parks, Recreation, and Cemetery Department). Carried.

4. Approve a 3.5% Wage Increase Instead of 3% for the Nine Clerical Employees that had Given up a .5% Raise when the Dental Insurance was Offered (Only Union that did so at that Time)

Aldersperson Kassis moved, Aldersperson Henricks seconded, to approve a 3.5% wage increase instead of 3% for the nine clerical employees that had given up a .5% raise when the dental insurance was offered (only union that did so at that time). Motion carried 6-2 with Alderspersons Dieck and Edwards voting no.

5. Ms. Matucheski noted action is not necessary on this item as hiring administrator discussion will be at a Finance, Personnel, and Legislative Committee meeting.

6. Approve Compensatory Time up to 40 hours for the Non-exempt Employees who Currently do not have this Benefit

Aldersperson Henricks moved, Aldersperson Smith seconded, to approve compensatory time up to 40 hours for the non-exempt employees who currently do not have this benefit. Carried.

7. Approve Changing the Health Insurance Benefit to Pay 90% Without a 90-day Waiting Period for New Employees

Alderson Kassis moved, Alderson Rebstock seconded, to approve changing the health insurance benefit to pay 90% without a 90-day waiting period for new employees. Carried.

Alderson Kassis questioned the information services increase which Ms. Matucheski explained it covers the new IT Tech position, Dirk Group Services, GIS system, toner, ink, additional maintenance cost for the new financial software and all other maintenance costs for software ran by the City. Alderson Kassis questioned what percentage of that budget is Dirks Group cost. Ms. Matucheski stated for the last eight months, the City has spent \$104,000: \$8,200 on hardware bought through Dirks Group, \$77,000 for cybersecurity and \$18,000 on remote support. Upon inquiry from Alderson Kassis, Ms. Matucheski stated that once an IT Tech is hired, that person would be the best person to go through the service contract with Dirks.

Alderson Dieck questioned the expense of the labor attorney. Ms. Matucheski noted the City Attorney does not handle labor issues. She further explained that the last couple of years there have been some big issues that have cost much more than usual.

Alderson Hayes commented on the Mayor's salary of \$15,000 and proposed a 10% raise for the Mayor. Ms. Matucheski explained the salary cannot be raised when the Mayor is within a current term. This would need to be approved before December 1, 2026 and it would be effective with the new Mayoral term starting in April 2027.

Alderson Smith commented that a focus item for a new administrator should be to try to get more industry in the City. We need to somehow increase the wages for our employees.

8. Approve to Move the Budget Forward to a Public Hearing as Proposed

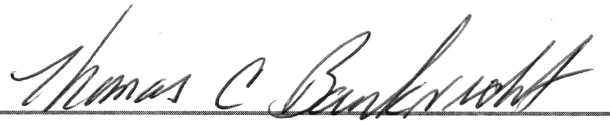
Alderson Kassis moved, Alderson Bugni seconded, to approve moving the budget forward to a public hearing as proposed. Motion carried 6-2 with Aldersons Dieck and Edwards voting no.

Any Other Matters Authorized by Law to be Considered

There were no other matters discussed.

Adjournment

Alderson Kassis moved, Alderson Bugni seconded, to adjourn at 7:40 p.m. Carried.



Thomas C. Bauknecht, Chairperson

11/12/2025

Date