

**City of Antigo
Common Council
Wednesday, November 12, 2025**

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

Roll Call

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	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; Sarah Repp, Parks, Recreation, and Cemetery Director; and Toni Edge, Library Director.

Others in attendance were: Michael Winter, City Attorney; Jeanne Jensen, Deputy Clerk-Treasurer; Chelsea Deloria, Antigo Daily Journal; Todd Deloria; Angie Close, Langlade County Economic Development Corporation; Julie Powell, Joseph Husnick, and David Treleven, Antigo Police Department; Darla Hoerman; Rhonda K. Christian; Daniel Nicholson; Kami Nicholson; Lori Hilger; Angi Schreiber; Christine Breutzmann; Steven Alexander; and Jamie J. Wirschem.

Pledge of Allegiance

Moment of Silent Meditation

Approval of Minutes

1. Approve Minutes from the October 8, 2025 Council and the September 25, 2025 and October 15, 2025 Committee of the Whole Meeting (Contingent Upon Completion)

Aldersperson Bugni moved, Aldersperson Rebstock seconded, to approve minutes from the October 8, 2025 Council and the September 25 (note correct date is 24) and October 15, 2025 Committee of the Whole Meetings.

Result: Carried. Voice Vote

Presentation

2. Recognize Officer Julie Powell for receiving the 35th Assembly District's First Responder of the Year award.

Daniel Duley, Police Chief, commented he wanted to recognize Officer Julie Powell for receiving the 35th Assembly District's First Responder of the Year award. Joseph Husnick, Police Sergeant, gave the background on the event that happened for which Officer Powell received this award. The Special Response Team was called in because of the circumstances which included the Crisis Negotiation Team. Officer Powell responded to the call and was the primary negotiator for the call. Children were being held hostage. After 8 - 10 hours the suspect was taken into custody and the children were safe. Officer Powell received a standing ovation. She thanked everyone and also all that were there and involved in the incident.

Public Hearing

Pursuant to notice, a public hearing was held to discuss the proposed 2026 City of Antigo Budget.

Darla Hoerman, 207 S. Hudson Street, questioned if 3.8 million dollars levied against all

taxable real estate was decreasing or increasing the budget. Kaye Matucheski, Clerk-Treasurer/Finance Director stated it is increasing by the allowed levy limit of \$78,328. Ms. Hoerman stated the expenses versus revenues at the end of the report do not balance with a difference of 1.6 million dollars and questioned if aforementioned balance was included in those totals. Ms. Matucheski stated it was and that those balances at the end of the report include several accounts that due to the nature of the account will not balance at the end, however if you look at the individual funds the revenue and expenditures balance.

Rhonda Christian, 936 Sunset Drive, commented a number of people have talked about selling their houses. She would love to see a way for the taxes to be decreased noting she understands everything in expenses are increasing.

Aldersperson Kassis commented that the City has a lot of really good services that are available to the community. Services have to be cut to decrease the budget and he as a resident likes the services that are available and wants them to continue. He questioned what service the community would want cut.

Ms. Christian agreed the City is doing a great job but feels the charity donations could be cut. The community is looking at Council to make cuts that will not cut services. Aldersperson Kassis stressed that the City staff does a fantastic job and he does not want to lose any services.

Daniel Nicholson, 323 Seventh Avenue, asked where Council will get the funds when the younger generation moves out of the City.

Aldersperson Bugni stated the City is only increasing by less than half a percent because the City has to cover all the additional expenses individuals have to pay with the increases previously mentioned. He stated the School District had increased their operations budget by nine percent last year and 34.6% for the new referendum. Aldersperson Bugni noted the County increased by 15.5% last year as well.

Aldersperson Dieck commented on a homestead credit in Minnesota as a discount on property taxes. Ms. Matucheski commented that there is a homestead credit program available in Wisconsin.

Christine Breutzmann, 525 Elm Street, stated she is echoing what Ms. Christian said but has some additional questions. She stated no one is advocating for any emergency services to be cut. She commented that "the fat needs to be trimmed" from the budget. The Council needs to try to bring in some industry for higher-paying jobs. She commented on the charitable donations and does not feel the City should be making that choice. She commented on significant improvements that will need to be made to the Wastewater Treatment Plant. Ms. Matucheski answered the City's budget is going to be an increase of \$.0365 cents on a \$100,000 house. The City can only control the City's portion of the tax bill and nothing else on the tax bill. The City sees all the same expense increases that citizens of the City see. She noted there is no fat to be cut from the budget, stating that had been done long ago. Mayor Bauknecht commented on the charitable donations.

Ms. Matucheski noted that she feels it is not fair to just cut the charitable donations immediately without giving them time to plan that in their budgets. Also, AVAIL is one that does receive a large amount in grants for every dollar that is donated by the City. Aldersperson Bugni commented he agrees that the donation receivers do need to receive notice. Ms. Matucheski explained the Wastewater Treatment Plant is a separate fund based on user fees and does not affect the City budget for tax purposes. She stated only an analysis will be done this next year.

Aldersperson Dieck commented on the value of the houses increasing. Ms. Matucheski pointed out that the taxes did not double though. The rate did go down from 2024.

There being no other individuals wishing to address this matter and after complying with statutory procedures, Aldersperson Kassis moved, Aldersperson Henricks seconded, to close the public hearing at 6:34 p.m.

Citizen Comment

3. Subjects on the Current Agenda

None

4. Subjects Not on the Current Agenda

Mayor Bauknecht commented on the tragedy of the passing of Angel Zimmerman at 42 years old. He noted she worked for the Boys and Girls Club for 18 years and leaves behind two children and her husband. Mayor Bauknecht noted Ms. Zimmerman always partnered well with the City of Antigo and will be missed by family and friends.

Update on Citizen's Referrals from Previous Council Agenda

None.

Committee Reports

Aldersperson Bugni reported on the Weather Warning System Ad Hoc Committee meeting noting fundraising letters went out. He stated donations are around \$228.00. The committee has seen four demonstrations for sirens so far. One vendor is recommending three sirens, with the others recommending five although one of these vendors lowered to four. One of the systems can have up to six different tones. \$149,199.87 is the total cost for four sirens. He commented on one grant funding request being denied as they do not have funds available. The committee will have a float in the Christmas parade and will be distributing information. He noted his concern about the grant writer position and is hopeful the position will be filled soon. The next meeting will be November 25 at 4:30 p.m. (Note - Meeting is November 24th).

Consent Agenda

Motion to Approve the Consent Agenda

Result:	Carried (8 to 1)
Mover:	Tim Kassis
Secunder:	Glenn Bugni
Ayes:	Barb Rebstock, Roy Dieck, Tim Kassis, Mary Hayes, Joel Wagner, Glenn Bugni, Kevin Smith, Scott Henricks
Nays:	Mark Edwards

Consent Agenda Resolutions

Resolution No. 70-25: Write off Uncollectible Accounts Receivable Balances

Whereas, the City invoices anyone that causes damage to City property for the costs to repair and/or replace the damage; and,
 Whereas, the City is not always successful in collecting for the damages especially if the person causing the damage does not have insurance; and,
 Whereas, if the amount of damage is high enough, the City will file a small claims action against the person but it does not pay to do this if the charges are not large; and,
 Whereas, in reviewing the outstanding accounts receivable there are four that have not been collected despite numerous attempts to contact them so writing these off would be the next step.

Now, Therefore, Be It Resolved, By The Common Council, City of Antigo, to write off the following accounts receivable balances:

Travis Bowman	8-21-23	\$592.48	Damage to City Property
Saige Corso	5-22-24	\$485.16	Guardrail Damage
Thomas Miller	1-23-24	\$220.01	Sign Damage
Sarah Weber	2-22-24	\$104.90	Sign Damage

Be It Further Resolved, the City will still pursue collection if the opportunity arises.

Resolution No. 71-25: Police In-Squad Video Upgrade Purchase for a Cost of \$50,000 to be Funded with Capital Improvement Funds

Whereas, Motorola Solutions is no longer supporting the squad video systems installed in four of the squad cars and will end support for on-premise servers in 2028 moving customers to their cloud-based service; and,
 Whereas, the purchase would include the new squad video systems and switching to the cloud-based service we will receive Motorola Solutions Command Central Plus service for five years that include audio, video and still picture redactions, with transcription capabilities; and,
 Whereas, the purchase would migrate our two current squad video storage servers to the cloud-based solution; and,

Whereas, the cost of Motorola Solutions upgrade would be: \$47,850.00; and,
 Whereas, the cost of removal of our current video systems and installation of the new M500 systems by Belco would be: \$2,150.00; and,
 Whereas, the total cost of the project is \$50,000.00; and,
 Whereas, the cost of the project would be covered by Capital Improvement funds from the squad video fund of \$39,505 and a transfer of \$10,495.00 from the radar unit fund to the squad video fund to cover the entire cost of the project.

Now, Therefore, Be It Resolved, By The Common Council, City of Antigo, to purchase the four new Motorola Solutions M500 video systems with an upgrade to the cloud-based service which includes Command Central Plus features for \$47,850.00 plus removal and installation of the systems for an additional \$2,150.00 for a total project cost of \$50,000.00

Be It Further Resolved, the project would be paid using Capital Improvement funds from the squad video fund of \$39,505 and a transfer of \$10,495.00 from the radar unit fund to the squad video fund to cover the entire \$50,000.00 cost of the project.

Resolution No. 72-25: Approve Dental Insurance for Non-Exempt/Non-Represented Employees Not Currently Enrolled in the Coverage (Department of Public Works including Street and Park, Recreation and Cemetery) and Set the 2026 Premiums for Dental Insurance

Whereas, the City of Antigo’s Dental Insurance is a self-funded plan which means the City sets the premiums for the upcoming year based on the recommendations from the actuaries of the insurance company and the claims experience; and,
 Whereas, currently the clerical non-exempt employees and exempt employees have the benefit of Dental Insurance as each union was given the opportunity for the coverage when first implemented by giving up a 0.05% raise; and,
 Whereas, offering Dental Insurance to the non-represented employees that currently do not have this benefit will assist with attracting and retaining employees; and,
 Whereas, the non-represented employees would include the Department of Public Works (Street and Parks, Recreation, and Cemetery Departments); and,
 Whereas, the coverage would be the same as current employees with the City paying 100% of the cost.

Now, Therefore, Be It Resolved, By The Common Council, City of Antigo, to add the Department of Public Works (Street and Parks, Recreation, and Cemetery Departments) employees to the Dental Insurance as of January 1, 2026.

Be It Further Resolved, the coverage will continue with Delta Dental and the premium for the employees currently enrolled in Dental Insurance and the new employees will not change for 2026 and will be (including the \$5.85 administrative fee):

Plan	Premium
Family	\$ 143.00
Employee + Spouse	\$ 78.00
Employee + Children	\$ 83.00
Single	\$ 42.00

Resolution No. 73-25: Approve Compensatory Time up to 40 Hours for the Non-Exempt/Non-Represented Employees Who Currently Do Not have this Benefit (Department of Public Works-Street and Parks, Recreation and Cemetery).

Whereas, currently the clerical non-exempt, non-represented employees are allowed to accrue compensatory time (comp time) for hours worked over 40 in lieu of being paid overtime; and,
 Whereas, the Department of Public Works (Streets and Parks, Recreation, and Cemetery) employees do not have the option of comp time and are paid for any overtime; and,
 Whereas, offering comp time allows for additional time off for employees and is a cost savings to the City in lieu of paying for overtime; and,
 Whereas, the rules for comp time, as found on page 10 of the employee policy manual and below, will apply to the Department of Public Works; and,
 When a non-exempt employee performs overtime work in excess of working forty (40) physical hours in a week, the department head may allow the employee to accrue compensatory time rather than be paid overtime in the current pay period. Compensatory time accrual is not allowed in weeks where any compensatory time is being utilized. If compensatory time is allowed to be accrued, it may be accumulated to a maximum of forty (40) hours. Compensatory time off may be

regenerated if used up to the maximum of forty (40) hours. It will not be considered compensatory time accrual if any portion of the time is accrued and used in the same week – i.e. working two (2) hours extra on Tuesday and leaving two (2) hours early on Friday. This must be approved in advance and will be considered a flexible work schedule of the employee's hours for that week.

Compensatory time off must have prior approval of the department head or his or her designee.

Now, Therefore, Be It Resolved, By The Common Council, City of Antigo, to allow the Department of Public Works (Streets and Parks, Recreation, and Cemetery) employees to accrue comp time up to a maximum of 40 hours.

Be It Further Resolved, the rules in the employee manual as noted above will apply to this comp time.

Resolution No. 74-25: Delete the 90-day Waiting Period Where New Employees Have to Pay 100% of the Health Premium so New Employees are Eligible for the Benefit at the Time of Hire (update to the Employee Policy Manual)

Whereas, the current Employee Policy Manual requires non-represented employees to pay the entire health insurance premium for the first 90-days of employment; and,

Whereas, this could be a deterrent to qualified candidates for employment in choosing to work for the City of Antigo due to the costly premiums for the first 90 days; and,

Whereas, by allowing new employees to only pay the 10% of premium, stop loss, and administrative fees from the date of employment would be beneficial to the employee and be helpful in the hiring process.

Now, Therefore, Be It Resolved, By The Common Council, City of Antigo, to eliminate the 90-day waiting period to receive the benefit of the 90% payment for premium, stop loss, and administrative fees for newly hired non-represented employees.

Be It Further Resolved, this is effective immediately upon approval and the Employee Policy Manual will be updated.

Communications

5. Department Manager Reports
6. Appointment for Library Board of Carrie Kubacki

New Business

Resolutions

Resolution 75-25: Cost-of-Living Increase of 3% for Non-Represented (Exempt and Non-Exempt) Employees and 3.5% for Nine Clerical Employees Effective as of the First Payroll of January, 2026 for Exempt Employees and the Second Payroll of January, 2026 for Non-Exempt Employees

Whereas, the Common Council reviews the proposed Cost-of-Living Adjustment (COLA) for all non-represented staff as part of the annual budget process; and,

Whereas, the Committee of the Whole at the meeting held on October 15, 2025, was presented with a draft of the City's 2026 budget document including the associated budgetary impacts reflecting a wage increase for exempt staff (including the City Attorney and Assistant City Attorney) and full-time non-exempt/non-represented, year-round part-time, and seasonal employees; and,

Whereas, the 2026 COLA is 3% for most non-represented employees (exempt and non-exempt) and will be effective on the first payroll of 2026 for exempt and the second payroll of 2026 for non-exempt (hours worked in 2025 and 2026); and,

Whereas, the 2026 COLA for nine non-exempt/non-represented employees (clerical) that previously forfeited a .05% raise in order to be eligible for dental insurance will receive a 3.5% COLA for 2026 as other non-exempt/non-represented employees will now be eligible for dental insurance.

Now, Therefore, Be It Resolved, By The Common Council, City of Antigo, that a 3% cost-of-living increase for most non-represented (exempt and non-exempt including the City Attorney and Assistant City Attorney) be effective on the first payroll of January, 2026 for exempt employees and the second payroll of January, 2026 for non-exempt employees (as hours worked include 2025 and 2026 hours).

Be It Further Resolved, the nine clerical employees that are currently eligible for dental insurance will receive a 3.5% cost-of-living increase effective on the second payroll of January, 2026.

Be It Further Resolved, the funds needed to implement these cost-of-living increases will be derived from each Department's respective fund/wage accounts.

Aldersperson Edwards commented he would like a 50 cent per hour increase for the hourly employees instead of a percentage. He feels a percentage increase is not fair to those making less. Aldersperson Dieck commented he does not like percentage increases.

Motion to approve Resolution No. 75-25

Result:	Carried (6 to 3)
Mover:	Tim Kassis
Seconder:	Scott Henricks
Ayes:	Barb Rebstock, Tim Kassis, Mary HayesGlenn Bugni, Kevin Smith, Scott Henricks
Nays:	Roy Dieck, Mark Edwards, Joel Wagner

Resolution No. 76-25: Apply A Late Registration Fee of \$10 Following the Close of Registrations for City of Antigo Recreation Programs

Whereas, registrations for spring, summer and fall programming open January 1 each year; and,
 Whereas, there has been a trend of last-minute registrations (some after programs have started); and,
 Whereas, all interested participants are placed on a team and last minute registrations result in additional administrative work and time; and,
 Whereas, applying an additional fee of \$10 for anyone registering following the close of registrations will incentivize timely registration.
 Now, Therefore, Be It Resolved, By The Common Council, City of Antigo, to apply a \$10 additional fee following the close of registration for all programs.

Motion to approve Resolution No. 76-25

Result:	Carried (9 to 0)
Mover:	Barb Rebstock
Seconder:	Glenn Bugni
Ayes:	Barb Rebstock, Roy Dieck, Tim Kassis, Mary Hayes, Mark Edwards, Joel Wagner, Glenn Bugni, Kevin Smith, Scott Henricks
Nays:	None

Resolution No. 77-25: Add a Limited Term Employee as a Park, Recreation and Cemetery General Laborer for the Time that a Full-Time Employee is Deployed with the United States Military (contingent upon approval from the Finance, Personnel & Legislative Committee at a meeting held on November 12, 2025)

Whereas, the Park, Recreation and Cemetery Department currently has a full-time General Laborer deployed for the United States Military; and,
 Whereas, the employee is anticipated to be deployed for just over one year; and,
 Whereas, the recommendation is to create an Limited Term Employee (LTE) Park, Recreation and Cemetery Department General Laborer Position; and,
 Whereas, the position would terminate upon return of the full-time employee from deployment; and,
 Now, Therefore, Be It Resolved, By The Common Council, City of Antigo, to create a LTE Park, Recreation and Cemetery Department General Laborer Position.
 Be It Further Resolved, this will not create an additional position within the department, and the position will terminate upon return of the full-time employee from deployment with the United States Military.

Aldersperson Edwards commented that he would like an end date. Sarah Repp, Parks, Recreation, and Cemetery Director, noted the position is scheduled to end when the deployment ends. To which Aldersperson Edwards commented he still has a problem with no end date.

Motion to approve Resolution No. 77-25.

Result:	Carried (8 to 1)
Mover:	Mary Hayes
Second:	Glenn Bugni
Ayes:	Barb Rebstock, Roy Dieck, Tim Kassis, Mary Hayes, Joel Wagner, Glenn Bugni, Kevin Smith, Scott Henricks
Nays:	Mark Edwards

Resolution No. 78-25: Approve Health Insurance Plan Design Changes Increasing Deductibles and Co-Payments, Change Premiums, and Change Stop Loss Carrier to SummitRe as of January 1, 2026

Whereas, the City of Antigo's Health Insurance is a self-funded plan which means the City sets the premium for the upcoming year based on the recommendations from the actuaries of the third-party administrator, fund balance, and claims experience; and,

Whereas, the City's third-party administrator is Aspirus Health Plan and SummitRe is the new stop loss carrier with the same \$60,000 level of stop loss including prescriptions; and,

Whereas, Aspirus Health Plan has handled the City's health insurance very effectively and has provided tremendous customer support in addition to large discounts on the medical claims; and,

Whereas, in order to offset rising costs, quotes were obtained from other stop loss carriers and the new carrier will be SummitRe with an overall savings of 14.7%; and,

Whereas, due to the rising costs of health care, the City's benefit plan will be changing for the amount employees are responsible for with changes to the deductibles and co-insurance and a lower premium; and,

Now, Therefore, Be It Resolved, By The Common Council, City of Antigo, to approve the 2026 Health Insurance Benefits with changes as indicated on the attached Summary of Plan Changes.

Be It Further Resolved, to approve the 2026 Health Insurance Premium Rates as follows:

Plan	Premium-2026	Premium-2025
Family	\$2,398.70	\$2,488.26
Limited Family	\$1,579.36	\$1,863.98
Single	\$ 847.29	\$ 901.65

Be It Further Resolved, the City will continue the contract with Aspirus Health Plan as the third-party administrator and stop loss coverage with SummitRe with the following fees:

Stop Loss	Fees-2026	Fees-2025
Family and Limited Family	\$623.45	\$731.11
Single	\$220.22	\$258.25
Administrative Fees		
All Plans	\$ 59.13	\$ 56.58

Be It Further Resolved, where applicable, employees will continue to pay 10% of all costs and the City will pay 90% with COBRA and Retiree enrollees paying 100% of the premium and 10% of the stop loss and administrative fees.

Be It Further Resolved, premiums will be charged to each employee's respective department with a transfer to the Health Insurance Fund.

Motion to approve Resolution No. 78-25

Result:	Carried (9 to 0)
Mover:	Glenn Bugni
Second:	Tim Kassis
Ayes:	Barb Rebstock, Roy Dieck, Tim Kassis, Mary Hayes, Mark Edwards, Joel Wagner, Glenn Bugni, Kevin Smith, Scott Henricks
Nays:	None

Resolution No. 79-25: Change an Existing Position within the Park, Recreation and Cemetery Department to a Leadman Position (Contingent Upon Approval from the Finance, Personnel & Legislative Committee at a Meeting held on November 12, 2025)

Whereas, the Park, Recreation and Cemetery Department has modified operations to oversee the community flower program, which includes planting, maintenance, and end of season removal; and,
 Whereas, the department also provides weekend and evening staffing ensuring coverage for community and private events; and,
 Whereas, the department coordinates with ball organizations and teams to ensure facilities and fields are prepared according to team and league schedules; and,
 Whereas, the department maintains 2 ice rinks and a groomed x-country ski trail in the winter; and,
 Whereas, upon review of current department operations it is recommended to create a leadman position within parks to oversee the duties listed in the attached job description; and,
 Whereas, designating a leadman to directly oversee the listed operations creates distinct responsibilities similar to the street department and provides direct support to the Working Supervisor, the Director, and the Department.
 Now, Therefore, Be It Resolved, By The Common Council, City of Antigo, to create a Leadman parks position due to increased designated responsibilities with the lead position filled by an existing employee.
 Be It Further Resolved, this will not create an additional position within the department, and the increase in wages will be reallocated from budgeted funds.

Motion to approve Resolution No. 79-25

Result:	Carried (8 to 1)
Mover:	Tim Kassis
Secunder:	Barb Rebstock
Ayes:	Barb Rebstock, Roy Dieck, Tim Kassis, Mary Hayes, Joel Wagner, Glenn Bugni, Kevin Smith, Scott Henricks
Nays:	Mark Edwards

Resolution No.'s 81-25 and 82-25 were considered before Resolution No. 80-25 as they affect the 2026 budget.

Resolution No. 81-25: Increase Ambulance Base Rates for 2026 (Contingent Upon Approval from the Finance, Personnel & Legislative Committee at a Meeting held on November 12, 2025)

Whereas, the City of Antigo Fire Department wishes to stay current with ambulance rates for the communities it serves by increasing the base rates, interfacility base rates, and mileage; and,
 Whereas, the Resident and Non-Resident, Interfacility and Mileage Rate will increase 5% to follow the industry standard; and,
 Whereas, the State of Wisconsin recently signed into law 2025 Wisconsin Act 36; and,
 Whereas, Act 36 increases reimbursement rates for “ambulance response and treatment, not transport” to \$175; and,
 Whereas, the City of Antigo Fire Department wishes to add a \$175 fee for treat and no transport calls; and,
 Now, Therefore, Be It Resolved, By The Common Council, City of Antigo, to add a \$175 treat and no transport fee to the rate schedule and to accept the 5% increase in Resident and Non-Resident base rate, interfacility base rate and mileage for the ambulance service effective January 1, 2026.

Motion to approve Resolution No. 81-25

Result:	Carried (8 to 1)
Mover:	Tim Kassis
Secunder:	Scott Henricks
Ayes:	Barb Rebstock, Roy Dieck, Tim Kassis, Mary Hayes, Mark Edwards, Glenn Bugni, Kevin Smith, Scott Henricks
Nays:	Joel Wagner

Resolution No. 82-25: Change Vision Insurance Provider for Police Department Union Employees and Allow Other Employees to Enroll with Payroll Deduction (Contingent Upon Approval from the Finance, Personnel & Legislative Committee at a Meeting held on November 12, 2025)

Whereas, the current Police Department Union Contract provides vision insurance with

the employee paying 20% and the City paying 80%; and,
 Whereas, the provider was National Vision Administrators (NVA) through The Labor Association of Wisconsin which has disbanded so a new provider is required; and,
 Whereas, Tomar Company Agency has taken over the NVA program so the City will need to contract with them to provide the coverage; and,
 Whereas, the previous vision insurance allowed other employees to enroll in the coverage and pay 100% of the premium directly to them but the new insurance provider requires the payment by payroll deduction; and,
 Now, Therefore, Be It Resolved, By The Common Council, City of Antigo, to contract with Tomar for the NVA Vision Insurance for the Police Department Union Employees with Option 1 Coverage and the monthly premiums of:

Employee Only	\$ 6.90
Employee + Spouse	\$13.81
Employee + Child(ren)	\$22.09
Employee + Family	\$25.54

Be It Further Resolved, other employees be allowed to enroll in the Vision Insurance and would pay 100% of the premium through payroll deduction.

Motion to approve Resolution No. 82-25

Result:	Carried (9 to 0)
Mover:	Tim Kassis
Seconder:	Glenn Bugni
Ayes:	Barb Rebstock, Roy Dieck, Tim Kassis, Mary Hayes, Mark Edwards, Joel Wagner, Glenn Bugni, Kevin Smith, Scott Henricks
Nays:	None

Resolution No. 80-25: 2026 Budget Adoption including the Enterprise Funds

Resolved, By The Common Council, City of Antigo, that the 2026 budget as submitted and attached, be and the same is hereby approved, the sum of
 \$3,707,578.63 for General Purposes (Allowable Levy Limit)
 \$ 100,000.00 for Additional Debt Service Purposes (Allowable Under Levy Limit)
 \$3,807,578.63 TOTAL

Be, and is hereby levied against all taxable real property spread upon the tax roll for the tax year 2025. Be It Further Resolved, the 2026 budgets for the Enterprise Funds (Sanitary Sewer, Storm Sewer, Water, and Broadband Utilities) are approved as per the attached cash flow budgets..

Aldersperson Edwards commented he does not want any increase and talked about areas he feels could be completed more economically. He feels the City could cut the budget if they worked harder on it.

Aldersperson Hayes commented on the charitable contributions, noting she feels they are well deserving. She stated she would like to hear from citizens of the City about what services the citizens would like cut.

Aldersperson Smith commented when the City hires a new administrator, they need to work on getting more industry to raise the tax base and help grow Antigo.

Aldersperson Dieck commented by state statute that the Council can cut the budget at any time but cannot increase it.

Ms. Matucheski noted there is an extra pay period in this budget which only happens about every ten years.

Ms. Matucheski commented in the interest of transparency to everyone the \$.0365 increase is all the City can control. The school district increased the levy to the city by \$645,000 which is almost a dollar per \$1,000 on property assessment that will be going up. Langlade County is decreasing a little bit. The TIF districts are all taxing entities and will also be going up, she is

estimating that taxpayers can expect that overall there will be over a dollar increase in the taxes but only \$.0365 will be from the City. It will be an increase for our taxpayers but the City can only control our portion and none of the other taxing entities.

Christine Breutzmann thanked Ms. Matucheski for always being very helpful and sharing information. She also thanked Alderperson Smith for his idea of bringing industry back into our community.

Ms. Matucheski noted that the City does work very closely with the Langlade County Economic Development Corporation to bring in employers and work with manufacturing companies expanding.

Alderperson Dieck commented that taxes are high but for the services we get our taxes are a bargain.

Motion to approve Resolution No. 80-25

Result:	Carried (6 to 3)
Mover:	Tim Kassis
Secunder:	Scott Henricks
Ayes:	Barb Rebstock, Tim Kassis, Mary Hayes, Glenn Bugni, Kevin Smith, Scott Henricks
Nays:	Roy Dieck, Mark Edwards, Joel Wagner

Licenses

7. Approve Agent Change for Aldi Inc. (Wisconsin) (dba Aldi #97) at 2019 Neva Road "Class A" Beer/Fermented Malt Beverage and Intoxicating Liquor License ~ New Agent Brett M. Knispel

Alderperson Wagner moved, Alderperson Bugni seconded, to approve Brett M. Knispel as the new agent for Aldi Inc (Wisconsin).

Result:	Carried - Voice Vote (Unanimous)
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Ordinances

- Ordinance No. 1383B:** Add a Criminal Investigation Bureau (CIB) Fee to Any Fee that Requires a Background Check (to be considered at the December 10, 2025, Council meeting)
 Mayor Bauknecht pulled Ordinance No. 1383B until December (will be January) for completion.

Motions

8. Request by Weather Warning Siren Ad Hoc Committee to Solicit Donations During the Chili Cook-off/Christmas Parade

Ms. Matucheski noted that she did tell the committee that they need to get permission from the Chamber of Commerce because it is their event.

Alderperson Dieck moved, Alderperson Henricks seconded, to approve the request from the Weather Warning Siren Ad Hoc Committee to solicit donations during the chili cook-off/Christmas parade.

Result:	Carried - Voice Vote (Unanimous)
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Miscellaneous Business

None

Payment of Bills

Motion to Approve Payment of Bills

Result:	Carried (9 to 0) Approve
Mover:	Tim Kassis
Secunder:	Glenn Bugni
Ayes:	Barb Rebstock, Roy Dieck, Tim Kassis, Mary Hayes, Mark Edwards, Joel Wagner, Glenn Bugni, Kevin Smith, Scott Henricks
Nays:	None

9. Direct Deposits for October 10 and October 24, 2025 Payrolls
10. BMO Bank Accounts Payable Check Nos. 84956-85191

- 11. Self-Funding Health Insurance Check Nos. 2180-2181
- 12. Block Grant Revolving Loan Check Nos. 3802-3804

Committee Referrals

Aldersperson Edwards referred to the Public Works Committee an update on the Wastewater Treatment Plant.

Closed Session

- 13. Closed Session: Pursuant to Section 19.85(1)(e), Wisconsin Statutes, and Upon Proper Motion, the Council will Convene into Closed Session for Deliberating or Negotiating the Purchase of Public Property, the Investing of Public Funds, or Conducting other Specified Public Business, Whenever Competitive or Bargaining Reasons Require a Closed Session to Discuss the information on 737 Fifth Avenue. Upon Completion of Discussion in Closed Session, Council will Reconvene into Open Session to Act on Matters Discussed, If Necessary, and Proceed with the Regular Order of Business.
- 14. Closed Session: Pursuant to Section 19.85(1)(b), Wisconsin Statutes, and Upon Proper Motion, the Council will Convene into Closed Session for considering dismissal, demotion, licensing or discipline of any public employee or person licensed by a board or commission of the investigation of charges against such person for an appeal of the denial of an operator's license. Upon Completion of Discussion in Closed Session, Council will Reconvene into Open Session to Act on Matters Discussed, If Necessary, and Proceed with the Regular Order of Business.

Aldersperson Bugni moved, Aldersperson Henricks seconded, that the Common Council convene into closed session at 7:13 p.m. in accordance with Sections 19.85(1)(e) and 19.85 (1)(b), to discuss matters as listed including discuss information on 737 Fifth Avenue and an appeal of the denial of an operator's license.

Result:	Carried (9 to 0) Approve
Mover:	Glenn Bugni
Secunder:	Scott Henricks
Ayes:	Barb Rebstock, Roy Dieck, Tim Kassis, Mary Hayes, Mark Edwards, Joel Wagner, Glenn Bugni, Kevin Smith, Scott Henricks
Nays:	None

Upon completion of discussion in closed session, a motion was made and carried to reconvene into open session to act on matters discussed and to proceed with the regular order of business. Aldersperson Kassis moved, Aldersperson Edwards seconded, to issue a condemnation/raze order at 737 Fifth Avenue.

Carried by voice vote with Aldersperson Hayes voting no.

Result:	Carried - Voice Vote (8-1)
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Aldersperson Kassis moved, Aldersperson Wagner seconded, to uphold the denial of the operators license.

Carried by voice vote with Aldersperson Hayes voting no.

Result:	Carried - Voice Vote (8-1)
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Adjournment

Aldersperson Bugni moved, Aldersperson Kassis seconded, to adjourn at 8:23 p.m.

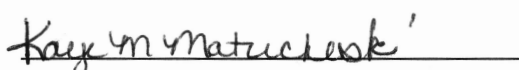
Result:	Carried - Voice Vote (Unanimous)
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Approved:



Thomas C. Bauknecht, Mayor

Attest:



Clerk-Treasurer