

**City of Antigo
Common Council
Wednesday, December 10, 2025**

Common Council of the City of Antigo met in Regular Session on the above date at 6:12 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; 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; Shannon Smith, Deputy Clerk-Treasurer; Chelsea Deloria, Antigo Daily Journal; Angie Close, Langlade County Economic Development Corporation; Todd Deloria; and Eric Bretl.

Pledge of Allegiance

Moment of Silent Meditation

Mayor Bauknecht noted that Street Commissioner Kirk Packard's nephew passed away.

Approval of Minutes

1. Approve Minutes from the November 12, 2025 Meeting (Contingent Upon Completion)

Aldersperson Bugni moved, Aldersperson Smith, seconded to approve minutes from the November 12, 2025 Common Council Meeting

Result: Carried	Voice Vote (Unanimous)
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Public Hearing

Pursuant to notice, a public hearing was held to discuss rescinding the City of Antigo's Floodplain Ordinance and adopting a New Floodplain Ordinance as required by state law. There being no individuals wishing to address this matter and after complying with statutory procedures, Aldersperson Bugni moved, Aldersperson Henricks seconded, to close the public hearing at 6:14 p.m.

Citizen Comment

2. **Subjects on the Current Agenda**
3. **Subjects Not on the Current Agenda**

Update on Citizen's Referrals from Previous Council Agenda

None

Committee Reports

Aldersperson Bugni noted the Weather Warning System Committee met on November 24, 2025. He noted the committee discussed the presentations provided to them by four siren vendors. He noted the price ranges were similar and the committee was leaning towards Sentry Siren. Aldersperson Bugni stated Federal Siren reached out to schedule a presentation with the committee on January 19, 2026. He said the committee is hiring a grant writer and listed the foundations they are applying to for funding of the Weather Warning Sirens. He noted the committee was in the Christmas Parade with a float as well as looking at scheduling a music event for fundraising. He noted the committee has had decent attendance by committee members and will be meeting again on January 19, 2026.

Consent Agenda

Motion to Approve the Consent Agenda

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

Consent Agenda Resolutions**Resolution No. 83-25:** Sewer Credit Request for 230 Deresch Street in the Amount of \$24.42

Whereas, the resident at 230 Deresch Street advised that their garden hose burst causing the water to run into their back yard; and,

Whereas, the water did not run into the sewer, so it was not treated, the resident is requesting a one-time credit to their account of \$24.42 for sewer charges.

Now, Therefore, Be It Resolved, By The Common Council, City of Antigo, to approve a one-time sewer credit of \$24.42 for the resident at 230 Deresch Street.

Resolution No. 84-25: Engineering Services Contract for Tenth Avenue Utility

Whereas, during the Tenth Avenue Wisconsin Department of Transportation (Wis DOT) design project it was discovered that utilities need to be replaced from Gowan Road to Deleglise Street; and,

Whereas, Ayres & Associates were the Wis DOT chosen design firm; and,

Whereas, Ayres & Associates have submitted a design contract for those services; and,

Whereas, the cost will be paid for by the respective utilities; and,

Whereas, Ayres & Associates estimates a contract not to exceed \$30,000; and,

Now, Therefore, Be It Resolved, By The Common Council, City of Antigo, would like to enter into a contract with Ayres & Associates for utilities engineering services on Tenth Avenue from Gowan Road to Deleglise Street for the amount not to exceed \$30,000 with the funds to be paid by the respective utilities.

Resolution No. 85-25: Engineering Services for the Next Community Development Block Grant (CDBG) 4-500 Block of Hudson Street & Pearl Avenue

Whereas, it has been identified that the 400 & 500 blocks of Hudson Street and the block of Pearl Avenue are in need of new utilities and roadway; and,

Whereas, we have reached out to Ayres & Associates to help with the next 2027 Community Development Block Grant; and,

Whereas, Ayres & Associates have submitted a design contract for those services in the amount of \$195,706.00 ; and,

Whereas, the cost will be paid by the respective utilities and road construction CIP; and,

Whereas, these funds have been budgeted for in the 2026 budget; and,

Now, Therefore, Be It Resolved, By The Common Council, City of Antigo, would like to enter into a contract with Ayres & Associates for utilities engineering services on 400 & 500 Block of Hudson Street and the block of Pearl Avenue for the amount of \$195,706.00 with the funds to be paid by the respective utilities and the street construction CIP.

Consent Agenda Communications

4. Department Manager Reports

New Business**Resolutions****Resolution No. 86-25:** Seasonal Lake Park Concession Fee for Antigo Dugout Club Use During Season

Whereas, Antigo Dugout Club, which supports various youth baseball programs in the community, reached out to see about the possibility of reserving Lake Park Concession for their use during the upcoming season; and,

Whereas, Lake Park Concession is available to the public for reservations at a rate of \$60 for

a resident and \$90 for a non-resident; and,
 Whereas, A report was run that showed a look-back over the past 5 years for reservations during their season dates, and on average the revenues generated by reservations were \$265 during that timeframe; and,
 Whereas, Assessing a daily reservation fee to the club would be cost prohibitive and; and,
 Whereas, if Antigo Dugout Club wishes to use Lake Park Concession for their season that a \$265 fee be assessed for use of the facility, which off-sets revenues not being generated by public reservations; and,
 Whereas, Once Antigo Dugout's season is completed Lake Park Concession will again be available to the public for reservations ; and,
 Now, Therefore, Be It Resolved, By The Common Council, City of Antigo, to assess a fee of \$265 to Antigo Dugout Club if they wish to utilize Lake Park Concession during their season.
 Be It Further Resolved, following the conclusion of their season Lake Park Concession would be available to the public for reservations.

Upon inquiry from Mayor Bauknecht, Sarah Repp, Parks, Recreation, and Cemetery Director, stated the Park, Cemetery and Recreation Commission approved this item.

Motion to Approve Resolution No. 86-25

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

Resolution No. 87-25: Approving Most Advantageous Bid for a 3-Year Tree Service Contract for the City of Antigo

Whereas, The City of Antigo contracts with a tree removal service for pruning, removals and assessments; and,
 Whereas, The current contract expires on February 23, 2026; and,
 Whereas, Bids were received; and,
 Whereas, it is recommended to award the bid to: Draeger Tree Service for the amount of \$250.00/hour, which includes all machinery and crew and \$175.00/hour, while working with a city crew.
 Now, Therefore, Be It Resolved, By The Common Council, City of Antigo, to award the bid to: Draeger Tree Service for the amount of \$250.00 /hour, which includes all machinery and crew and \$175.00 /hour, while working with a city crew.

Ms. Repp noted one bid was received from Draeger Tree Service. She noted \$250.00 an hour is providing all machinery and crew or \$175.00 an hour if they were able to have the City Crews assist. Ms. Repp noted this is a lesser rate than the City currently has.

Mayor Bauknecht noted this is work that the City is unable to complete in house and Ms. Repp noted due to either lack of machinery or skill level.

Motion to Approve Resolution No. 87-25

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

Resolution No. 88-25: Approving Most Advantageous Storm Clean-up Bid for Tree Services

Whereas, The City of Antigo was awarded a DNR Urban Forestry Catastrophic Storm Grant; and,
 Whereas, The City of Antigo crews identified trees that need to be pruned and/or removed

and assessed that were beyond our equipment and/or training; and,
Whereas, Bids were received; and,
Whereas, it is recommended to award the bid to: Draeger Tree Service for the amount of
\$48,768.75.

Now, Therefore, Be It Resolved, By The Common Council, City of Antigo, to award the bid
to: Draeger Tree Service for the amount of \$48,768.75.

Mayor Bauknecht noted the item was approved at the Park, Cemetery and Recreation Commission meeting.

Ms. Repp noted the City received one bid from Draeger Tree Service in the amount of \$48,768.75 and stated it will be covered by the Wisconsin Department of Natural Resources (WI DNR) Urban Forestry Catastrophic Storm Grant.

Motion to Approve Resolution No. 88-25

Result:	Carried (9 to 0)
Mover:	Joel Wagner
Second:	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. 89-25: Accept the Offer to Purchase of \$5,000 for the City-owned Lot Located at 523/527 Edison Street With the Contingency That the Construction of a New Building Will Begin Within 18 Months of Purchase

Whereas, the city owned property located at 523/527 Edison Street was approved to sell; and,
Whereas, the sale is contingent the owner constructing a new building within 18 months of the sale; and,

Whereas, an offer to purchase was submitted of \$5000, along with a proposal to construct a commercial building within the allotted timeframe .

Now, Therefore, Be It Resolved, By The Common Council, City of Antigo, to accept the offer to purchase of \$5000 for the city-owned lot located at 523/527 Edison Street with the contingency that the construction of a new building will begin within 18 months of purchase.

Mayor Bauknecht stated this was approved earlier this evening at the Finance, Personnel and Legislative Committee meeting.

Motion to Approve Resolution No. 89-25

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

Resolution No. 90-25: Re-establish a Lead Office Person for the Clerk-Treasurer/Finance Director's Office

Whereas, the Clerk-Treasurer/Finance Director's (Clerk) Office previously had a lead office person but this position has not been filled in a few years; and,

Whereas, the Deputy, with 28 years of experience, retired and a person within the office moved into the Deputy position so a new office person is being hired; and,

Whereas, succession planning is important before the Clerk retires; and,

Whereas, appointing a lead person will allow another person to provide oversight and training to clerical staff alleviating additional time needed from the Clerk; and,

Whereas, Jamie Smith has been with the office for over seven years and is very knowledgeable in the operations of the office so she would be appointed to this position with additional pay of \$1.00 per hour which is consistent with other lead positions within the City.

Now, Therefore, Be It Resolved, By The Common Council, City of Antigo, to appoint Jamie Smith as Lead Office Assistant in the Clerk-Treasurer/Finance Director's office with

an additional \$1.00 per hour to be effective with the first payroll in 2026.

Mayor Bauknecht stated this was approved earlier this evening at the Finance, Personnel and Legislative Committee meeting.

Motion to Approve Resolution No. 90-25

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

Resolution No. 91-25: Funding for a Grant Writer for the Weather Warning Siren Project

Whereas, an AdHoc Weather Warning Siren Committee was established to research the need for purchasing and installing weather warning sirens back in the City; and,

Whereas, the Committee has been reviewing demonstrations from different vendors and are now at the stage of fundraising for the sirens; and,

Whereas, the Committee has assured donors that any donations will be returned if the project is not fully funded; and,

Whereas, the Committee would like to hire a grant writer to research if any grants are available and to write the grants if found; and,

Whereas, the fee for the grant writer is \$25.00 per hour which could be paid for the donated funds if the project goes forward but if it does not, the Committee has requested the City to pay for the grant writer; and,

Whereas, Public Improvement Funds would be used with an amount not to exceed established by the Finance, Personnel & Legislative Committee.

Now, Therefore, Be It Resolved, By The Common Council, City of Antigo, to authorize the use of Public Improvement Funds for payment of the grant writer at an amount not to exceed \$1,500.00.

Be It Further Resolved, these funds will be reimbursed to the Public Improvement Fund if the weather warning siren project is completed.

Mayor Bauknecht stated this was approved earlier this evening at the Finance, Personnel and Legislative Committee meeting.

Motion to Approve Resolution No. 91-25

Result:	Carried (6 to 2)
Mover:	Mary Hayes
Second:	Joel Wagner
Ayes:	Barb Rebstock, Tim Kassis, Mary Hayes, Glenn Bugni, Kevin Smith, Scott Henricks
Nays:	Roy Dieck, Mark Edwards

Resolution No. 92-25: Approve Updated Employee Manual Contingent Upon Review by City Attorney Michael Winter

Whereas, staff has been reviewing the Employee Policy Manual for updating as it has not been done since 2015; and,

Whereas, a few of the provisions have previously been approved by Committees and the other changes are outlined on the attached list; and,

Whereas, the Finance, Personnel and Legislative Committee has reviewed the manual and approved the changes; and,

Whereas, the updated manual will be effective as of January 1, 2026.

Now, Therefore, Be It Resolved, By The Common Council, City of Antigo, to approve the updated Employee Policy Manual as attached effective January 1, 2026.

Mayor Bauknecht noted staff worked on it for several months with minimal changes, most affecting new hires. Alderperson Kassis questioned if City Attorney Michael Winter reviewed and approved the manual. City Attorney Winter noted that the Labor Attorney the City uses would normally review the employee manual. Alderperson Kassis questioned City Attorney Winter how the Council could approve the employee manual if it has not been reviewed by an Attorney. City

Attorney Winter suggested approving the manual contingent upon his review and if needed he will reach out to the Labor Attorney.

Motion to Approve Resolution No. 92-25 Contingent Upon Review by City Attorney

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

Resolution No. 93-25: Appoint Election Inspectors and Special Voting Deputies for the 2026-2027 Election Term

Whereas, election inspectors must be appointed by the Common Council every other year for a two-year term; and,

Whereas, the Republican Party submitted a list of workers to the Clerk so they are included on the attached list as well as the unaffiliated workers; and,

Whereas, a letter was sent to all workers to make sure they are interested in working so some may be taken off the list if they decline; and,

Whereas, all workers, no matter if appointed by a party or unaffiliated, must attend training so the names are contingent on attending training.

Now, Therefore, Be It Resolved, By The Common Council, City of Antigo, to appoint the election inspectors and/or special voting deputies on the attached list for the 2026-2027 term.

Be it Further Resolved, the appointments are contingent on a positive response from the inspectors and that training is attended.

Be it Further Resolved, there will need to be additional inspectors so an additional resolution will be forwarded to Council when the positions are filled.

Upon inquiry from Mayor Bauknecht, Kaye Matucheski, Clerk-Treasurer/Finance Director, stated these appointments happen by state statute every two years on odd number years. She noted currently she does not have enough so the Council will be seeing more names in upcoming meetings.

Motion to Approve Resolution No. 93-25

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

Licenses

- "Class B" Beer/Fermented Malt Beverage and Intoxicating Liquor License for Mickey Jo LLC DBA McKenzie Palace Theatre, McKenzie J. Zima, Agent, located at 823/825 Fifth Avenue (Contingent Upon Completion of Inspections)

Upon inquiry from Alderperson Kassis, McKenzie Zima, McKenzie Palace Theatre, noted she will be serving beer and other fermented malt beverages at the movie theatre and that other theaters are selling beer and other fermented malt beverages as well.

Mayor Bauknecht noted it was approved at the City Plan Commission meeting. Alderperson Wagner questioned what types of beverages other theaters are selling and Ms. Zima noted that some have bars set up in the theatre and others only sell canned beverages. Upon inquiry from Alderperson Kassis, Ms. Matucheski stated Ms. Zima can serve anything a bar can serve. Ms. Zima noted she is not going to serve mixed drinks.

Alderperson Edwards questioned possible issues with minors, noting community members have brought concerns to him.

Daniel Duley, Police Chief, noted his department will do inspections and will respond to the theatre if issues or concerns of minors being served are reported. He noted that theatre's serving alcoholic beverages is becoming more common.

Aldersperson Henricks stated Ms. Zima shared with the City Plan Commission her plan for serving alcoholic beverages, noting that she was going to follow all rules and regulations of the licensing. He stated she shared that customers will be required to show photo identification and will limit customers to two alcoholic beverages per photo identification. Ms. Zima shared she will be installing cameras in the two theaters soon.

Upon inquiry from Aldersperson Kassis, Ms. Matucheski stated a long time ago the Council made it a practice to have the City Plan Commission review the location if it has never had a liquor license in that building before. She stated some cities have their Finance, Personnel and Legislative Committees review the new locations and noted it is easier to deny a liquor license than it is to revoke a liquor license.

Aldersperson Smith questioned if Ms. Zima has spoken with other theaters with how they police their liquor sales and noted he would like to see her theatre succeed. Ms. Zima noted she has spoken with a smaller theater and has looked at larger theatre policies and is using a mix of policies.

Aldersperson Wagner questioned staff age, noting generally under the age of 18 and how she plans on selling liquor with a young staff. Ms. Zima will only be selling when she is there on Fridays and Saturdays, then expand when older employees are hired.

Aldersperson Bugni noted concerns with additional liquor licenses but noted it is good that it helps downtown businesses.

City Attorney Winter noted there is a process for revoking a liquor license if needed and listed the reasons for revocation.

Motion to Approve "Class B" Beer/Fermented Malt Beverage and Intoxicating Liquor License for Mickey Jo LLC DBA McKenzie Palace Theatre, McKenzie J. Zima, Agent, located at 823/825 Fifth Avenue

Result:	Carried (7 to 2)
Mover:	Tim Kassis
Seconders:	Scott Henricks
Ayes:	Barb Rebstock, Tim Kassis, Mary Hayes, Joel Wagner, Glenn Bugni, Kevin Smith, Scott Henricks
Nays:	Roy Dieck, Mark Edwards

6. Secondhand Article Dealer License for Charles C. Braatz dba Mojo Electronics, Inc. at 323 Superior Street

Motion to Approve Secondhand Article Dealer License for Charles C. Braatz dba Mojo Electronics, Inc. at 323 Superior Street

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

7. Secondhand Article Dealer License for Rhonda K. Christian dba Christian's Upscale Resale at 815 Fifth Avenue

Motion to Approve Secondhand Article Dealer License for Rhonda K. Christian dba Christian's Upscale Resale at 815 Fifth Avenue

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

8. Secondhand Article Dealer License for Sheldon T. Hable dba Galactic Gaming at 715 Fifth Avenue

Motion to Approve Secondhand Article Dealer License for Sheldon T. Hable dba Galactic Gaming at 715 Fifth Avenue

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

9. Secondhand Article Dealer and Secondhand Jewelry Dealer Licenses for Bart R. Markgraf dba Bart R. Bullion and Coin at 637 Superior Street

Motion to Approve Secondhand Article Dealer and Secondhand Jewelry Dealer Licenses for Bart R. Markgraf dba Bart R. Bullion and Coin at 637 Superior Street

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

Ordinances

Ordinance 1384B: Repeal Current Floodplain Zoning Ordinance

Motion to Approve Ordinance 1384B

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

Ordinance 1385 B: City of Antigo Floodplain Zoning Ordinance Update

Motion to Approve Ordinance 1385B

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

Miscellaneous Business**Payment of Bills**

Motion to Approve Payment of Bills

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

10. Direct Deposits for November 7 and November 21, 2025 Payrolls
11. BMO Bank Accounts Payable Check Nos. 85192- 85342
12. Self-Funding Health Insurance Check Nos. 2182-2184
13. Block Grant Revolving Loan Check No. 3805

Committee Referrals

Aldersperson Hayes noted the deteriorated state of the banner on the building next to the BP station and questioned if the City can do anything about it.

Elizabeth McCarthy, Building Inspector/Zoning Administrator, stated she has sent letters but is having a hard time contacting the current owner of the building but will continue to follow up.

Adjournment

Aldersperson Bugni moved, Aldersperson Wagner seconded, to adjourn at 6:45 p.m.

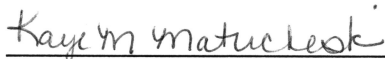
Result:	Carried - Voice Vote (Unanimous)
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Approved:



Thomas C. Bauknecht, Mayor

Attest:



Clerk-Treasurer