

**City of Antigo
Common Council
Wednesday, January 21, 2026**

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	Remote	
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 and for portions of the meeting by Zoom, Jay Shambeau, Innovative Public Advisors; and Shawn Murphy, Public Administration Associates.

Pledge of Allegiance

Moment of Silent Meditation

Presentations

1. Innovative Public Advisors Presentation on Proposal for Administrator Search

Jay Shambeau, Innovative Public Advisors (IPA), gave a brief history of their company. He went through their timeline and processes of recruiting candidates for their clients. Mr. Shambeau noted they advertise in several areas, like City/County Management Association, League of Wisconsin Municipalities and LinkedIn. He stated the City of Antigo would be looking for an intermediate level candidate.

Mr. Shambeau noted IPA receives, on the City's behalf, the applications and completes the screening process, then brings applicants forward to the City. He discussed the possibility of Department Head and Council panels to screen the candidates brought to the City for consideration. Mr. Shambeau explained the interview process and people that would be involved in the interview process.

There was discussion about the number of candidates recruited, contracts, salary, incentives, evaluation processes and probationary periods.

2. Public Administration Associates, LLC Presentation on Proposal for Administrator Search

Shawn Murphy, Public Administration Associates, LLC, (PAA) stated they have been working with municipalities for 30 years and is a former City Administrator himself. He noted that PAA has a good long track record of doing recruitments for small to midsize communities. Mr. Murphy stated PAA offers a one-year guarantee with a candidate and if the applicant does not work out they will complete another recruitment at no charge. He noted they have a large database of individuals and are currently conducting six recruitments. Mr. Murphy provided an overview of the recruitment and interview process, noting the process starts with a survey of staff and council.

There was discussion about number of candidates, contracts, probationary periods, incentives, networks and background checks.

New Business**Resolutions**

Resolution No. 6-26 Contract with an Executive Search Firm to Assist with the Hiring of a City Administrator

Whereas, the position of City Administrator is currently vacant so proposals were solicited for an executive search firm to assist in the hiring process; and,

Whereas, three proposals were received with the two lowest cost proposals being reviewed for the services offered; and,

Whereas, the two firms that are being considered are Public Administration Associates at a cost of \$15,900 which includes estimated expenses and Innovative Public Advisors at a cost of \$16,750 which is a flat fee; and,

Whereas, both firms gave presentations on their company's process to the Council.

Now, Therefore, Be It Resolved, By The Common Council, City of Antigo, to accept the proposal and enter into a contract with Innovative Public Advisors at a cost of \$16,750.00.

Be It Further Resolved, the Mayor and Clerk-Treasurer/Finance Director will be the contact people for the firm during the process and the funding to be derived from the Administrator Operating Budget and Contingency Fund

There was discussion about PAA and working with the candidate within the first year if there were issues. There was discussion about contract language and number of votes needed for at will termination.

Mayor Bauknecht stated he felt Innovative Public Advisors was the best fit for the City. Alderperson Wagner stated his opinion is that the City does not need an Administrator but felt Innovative Public Advisors was the best fit for the City as well. There was discussion comparing Innovative Public Advisors and Public Administration Associates.

Motion to Approve Resolution No. 6-26 with Innovative Public Advisors

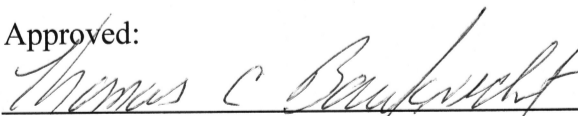
Result:	Carried (9 to 0)
Mover:	Scott Henricks
Secunder:	Tim Kassis
Ayes:	Barb Rebstock, Roy Dieck, Tim Kassis, Mary Hayes, Mark Edwards, Joel Wagner, Glenn Bugni, Kevin Smith, Scott Henricks
Nays:	None

Adjournment

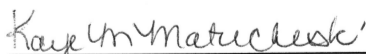
Alderperson Bugni moved, Alderperson Edwards seconded, to Adjourn at 7:17 p.m.

Result:	Carried - Voice Vote
----------------	-----------------------------

Approved:


Thomas C. Bauknecht, Mayor

Attest:


Clerk-Treasurer