

City of Antigo
Finance, Personnel & Legislative Committee
Wednesday, January 14, 2026

Finance, Personnel & Legislative Committee of the City of Antigo met in Regular Session on the above date at 5:30 PM in the Council Chambers, City Hall, Thomas C. Bauknecht presiding.

Call to Order

Attendee Name	Title	Status	Arrived
Thomas C. Bauknecht	Mayor	Present	
Roy Dieck	Ward 2	Present	
Tim Kassis	Ward 3	Present	
Mary Hayes	Ward 4	Present	
Glenn Bugni	Ward 7	Present	
Kevin Smith	Ward 8	Present	

Others in attendance were: Kaye Matucheski, Clerk-Treasurer/Finance Director; Daniel Duley, Police Chief; Kirk Packard, Street Commissioner; Elizabeth McCarthy, Building Inspector/Zoning Administrator; Charley Brinkmeier, Land Surveyor/Project Manager; Sarah Repp, Parks, Recreation, and Cemetery Director; Shannon Smith, Deputy Clerk-Treasurer; Chelsea Deloria, Antigo Daily Journal; and Todd Deloria.

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

1. Apply for Wisconsin Department of Military Affairs Office of Emergency Communications Interoperable Radio Grant Program in the amount of \$50,000.

Mayor Bauknecht noted this grant is an 80/20 match grant with the City commitment being \$10,000.

Daniel Duley, Police Chief, noted the statewide system is operating in megahertz and the City's current system is not megahertz. He noted the new system will enable emergency services to communicate with each other statewide.

Motion to Approve Applying for Wisconsin Department of Military Affairs Office of Emergency Communications Interoperable Radio Grant Program in the Amount of \$50,000

Result:	Carried (6 to 0)
Mover:	Tim Kassis
Secunder:	Kevin Smith
Ayes:	Mary Hayes, Thomas C. Bauknecht, Tim Kassis, Roy Dieck, Kevin Smith, Glenn Bugni
Nays:	None

2. Request for Proposals for an Executive Search Firm to Assist in Hiring a City Administrator

Mayor Bauknecht noted the City is considering two of three candidates that submitted proposals to assist in hiring a City Administrator. He thought it would be best to put it before the full Council possibly at a Committee of the Whole meeting.

Ms. Matucheski discussed possible presentations from search firms. Alderpersons Kassis and Bugni stated they would like to see presentations from the search firms.

Alderperson Kassis noted through his research, IPA had a lot of good reviews and Public Administration Associates (PAA), the firm we worked with before, had a lot of complaints. Alderperson Kassis had some suggestions for salary and probationary periods and noted the salary needs to be adjusted up to get the right person for the job. He also emphasized that he feels the Administrator should live in the community.

Alderperson Smith stated it is not unreasonable to ask that the Administrator be a part of the community.

Alderperson Bugni noted there needs to be more than one candidate.

Alderperson Kassis emphasized there should be a probationary period and Mayor Bauknecht noted perhaps it should be worded as performance review instead.

Mayor Bauknecht noted Ms. Matucheski's intention of retiring in the next couple of years and noted the Finance piece of Ms. Matucheski's job will be moved back to the Administrator. Alderperson Kassis noted Ms. Matucheski's work and stated the Administrator needs to have Finance and Public Works experience. Alderperson Bugni added the need for grant experience. Mayor Bauknecht stated the recruiter can help with expectations and contracts.

Alderperson Kassis brought up the three-fourths of votes needed to terminate and would like to revert to two-thirds of votes needed to terminate.

Ms. Matucheski stated from previous discussions with hiring firms, some candidates will drop out if there are probationary periods and they want a guarantee of not being fired due to changing elected officials.

Mayor Bauknecht noted the only action is whether to have a Committee of the Whole meeting then follow up with a Common Council Meeting or not.

Alderperson Bugni noted adding a must live in the community requirement, and Ms. Matucheski stated the State of Wisconsin does not allow residency in the community requirements.

A Committee of the Whole and Special Common Council meeting were set to be scheduled on January 21, 2026.

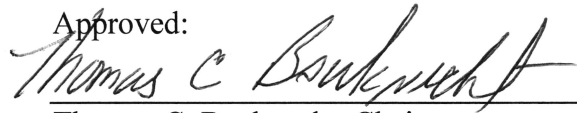
Any Other Matters Authorized by Law to be Considered

Adjournment

Motion to Adjourn at 5:51 p.m.

Result:	Carried (6 to 0)
Mover:	Tim Kassis
Secunder:	Glenn Bugni
Ayes:	Mary Hayes, Thomas C. Bauknecht, Tim Kassis, Roy Dieck, Kevin Smith, Glenn Bugni
Nays:	None

Approved:



Thomas C. Bauknecht, Chair