



****AMENDED**BOARD OF POLICE AND FIRE COMMISSIONERS AGENDA**

August 18, 2026 at 4:30 PM

**City Hall, 3rd Floor - Conference Room 305, 828 Center
Avenue, Sheboygan, WI**

It is possible that a quorum (or a reverse quorum) of the Sheboygan Common Council or any other City committees/boards/commissions may be in attendance, thus requiring a notice pursuant to State ex rel. Badke v. Greendale Village Board, 173 Wis. 2d 553, 494 N.W.2d 408 (1993).

Persons with disabilities who need accommodations to attend this meeting should contact the Human Resources Department, (920) 459-3316. Persons other than commission, committee, and board members who wish to participate remotely shall provide notice to the Human Resources Department at 920-459-3316 by 12:00 p.m. on meeting day so that the person may be provided a remote link for that purpose. All Board members may attend the meeting remotely.

OPENING OF MEETING

1. Roll Call
2. Call to Order
3. Pledge of Allegiance

MINUTES

- [4.](#) Approval of Minutes from the July 21, 2026 Regular Meeting and the August 5, 2026 Special Meeting.

ITEMS FOR DISCUSSION AND POSSIBLE ACTION

5. Discussion on existing adopted bylaws and possible action.
6. Fire Department general update.
7. Police Department personnel update and future interview dates discussion for the position of Police Officer.
8. Introduction of Attorney Malia Malone of the Attolles Law Firm. Possible action to approve her representation of the Sheboygan Police and Fire Commission as it relates to the condensed charges filed by Chief Zempel against a Police Officer.

CLOSED SESSION

9. Motion to convene in closed session pursuant to Wis. Stat. secs. 19.85(1)(a), (b), (c), (f), and (g) for purposes of deliberating concerning a case which was the subject of any

judicial or quasi-judicial trial or hearing before the governmental body; to consider dismissal, demotion, licensing or discipline of any public employee or the investigation of charges against such person, and the taking of formal action on any such matter; to consider the employment, promotion, or compensation of any public employee over which the Board of Police and Fire Commissioners exercises responsibility; for purposes of consideration of specific personnel problems which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person involved in such problems; and for conferring with legal counsel for the Board of Police and Fire Commissioners who is rendering oral or written advice concerning strategy to be adopted by the Board of Police and Fire Commissioners with respect to litigation in which it is or is likely to become involved.

Specifically, the Commission will review, discuss, and deliberate regarding the disciplinary hearing for a police officer that was performed by a hearing examiner appointed by the Board of Police and Fire Commissioners, including discussions with legal counsel regarding a likely court appeal of that decision; and to discuss and consider new disciplinary charges filed against a police officer by the Chief of Police.

RECONVENE IN OPEN SESSION

10. Motion to reconvene in open session to take action, if any, regarding closed session business, including to take action to render a decision, if any, of the Board of Police and Fire Commissioners regarding the disciplinary hearing for a police officer that was performed by a hearing examiner appointed by the Board of Police and Fire Commissioners; and discussion and possible action regarding new disciplinary charges filed against a police officer, including possible action related to scheduling a hearing, or appointing a hearing examiner regarding those charges.

TENTATIVE DATE OF NEXT REGULAR MEETING

11. Next scheduled meeting: TBD

ADJOURN

12. Motion to Adjourn

In compliance with Wisconsin's Open Meetings Law, this agenda was posted in the following locations more than 24 hours prior to the time of the meeting:

*City Hall • Mead Public Library
Sheboygan County Administration Building • City's website*

BOARD OF POLICE AND FIRE COMMISSIONERS MINUTES

Tuesday, July 21, 2026

MEMBERS PRESENT: Claudia Krepsky, Larry Samet, Kristen Stearns, Ann Steenwyk

STAFF/OFFICIALS PRESENT: Fire Chief Eric Montellano, Police Chief Kurt Zempel, Attorney Brian Goodman, Tatum Clayton

OPENING OF MEETING

1. Roll Call
2. Call to Order

President Samet called the meeting to order at 4:02 P.M.

3. Pledge of Allegiance

MINUTES

4. Approval of Minutes from June 16, 2026.

Motion to approve the June 16, 2026 Minutes.

Motion made by Stearns, Seconded by Steenwyk.

Voting Yea: Krepsky, Samet, Stearns, Steenwyk

Excused: Cirillo

PUBLIC INPUT

5. Members of the Public may speak up to 3 minutes per person on topics relevant to the agenda.

None.

ITEMS FOR DISCUSSION AND POSSIBLE ACTION

6. Scheduling of Police Department interviews for the position of Police Officer.

Police Department is anticipating 5 interviews for the September regular meeting.

CLOSED SESSION

7. Motion to convene in closed session pursuant to Wis. Stat. secs. 19.85(1)(a), (c), (f), and (g) for purposes of deliberating concerning a case which was the subject of any judicial or quasi-judicial trial or hearing before the governmental body; to consider the employment, promotion, or compensation of any public employee over which the Board of Police and Fire Commissioners exercises responsibility; for purposes of preliminary consideration, including discussion and possible action, regarding specific personnel problems which, if discussed in

public, would be likely to have a substantial adverse effect upon the reputation of any person involved in such problems; and for conferring with legal counsel for the Board of Police and Fire Commissioners who is rendering oral or written advice concerning strategy to be adopted by the Board of Police and Fire Commissioners with respect to litigation in which it is or is likely to become involved.

Specifically, the Commission will review, discuss, deliberate, and take potential action, including rendering a decision regarding, the initial disciplinary hearing for a police officer that was performed by a hearing examiner appointed by the Board of Police and Fire Commissioners, including discussions with legal counsel regarding a likely court appeal of that decision; and to discuss and take possible action regarding the filing of new disciplinary charges against a police officer by the Chief of Police.

Motion made by Stearns, Seconded by Steenwyk.

Voting Yea: Cirillo, Krepsky, Samet, Stearns, Steenwyk

MEMBERS PRESENT: Cirillo, Krepsky, Samet, Stearns, Steenwyk

STAFF/OFFICIALS PRESENT: Attorney Goodman, Clayton

RECONVENE IN OPEN SESSION

8. Motion to reconvene in open session to take action, if any, regarding closed session business, including potentially announcing the decision, if any, of the Board of Police and Fire Commissioners regarding the initial disciplinary hearing for a police officer that was performed by a hearing examiner appointed by the Board of Police and Fire Commissioners, and discussion and possible action related to scheduling a hearing, or the appointment of a hearing examiner, for new charges filed against a police officer.

Motion made by Cirillo, Seconded by Steenwyk.

Voting Yea: Cirillo, Krepsky, Samet, Stearns, Steenwyk

Motion that the charged police officer remain on paid administrative leave pending the resolution of all charges.

Motion made by Cirillo, Seconded by Stearns.

Voting Yea: Cirillo, Krepsky, Samet, Stearns, Steenwyk

Motion to find that both charges presented to the Commission (the second and third charges from Chief Kurt Zempel) are sufficient in meeting the seven (7) tests of Just Cause.

Motion made by Stearns, Seconded by Cirillo.

Voting Yea: Cirillo, Krepsky, Samet, Stearns, Steenwyk

Motion to consolidate both charges presented to the Commission (the second and third charges from Chief Kurt Zempel) into one item for action.

Motion made by Cirillo, Seconded by Krepsky.

Voting Yea: Cirillo, Krepsky, Samet, Stearns, Steenwyk

Motion to appoint an Independent Hearing Officer to serve on behalf of the Police and Fire Commission regarding the consolidated charges.

Motion made by Stearns, Seconded by Steenwyk.

Voting Yea: Cirillo, Krepsky, Samet, Stearns, Steenwyk

TENTATIVE DATE OF NEXT REGULAR MEETING

9. Next scheduled meeting: August 18, 2026, at 4:00 P.M.

The Commission agreed on a tentative date of August 5, 2026 at 4:00 P.M. to meet with the Independent Hearing Officer to review the evidence collected from the hearing held in June 2026, should the IHO be prepared to share information at that time.

ADJOURN

10. Call to Adjourn

President Samet adjourned the meeting at 5:27 P.M.

Motion to adjourn.

Made by Stearns, Seconded by Steenwyk.

Voting Yea: Cirillo, Krepsky, Samet, Stearns, Steenwyk

SPECIAL BOARD OF POLICE AND FIRE COMMISSIONERS MINUTES

Wednesday, August 05, 2026

MEMBERS PRESENT: Corrado Cirillo, Larry Samet, Kristen Stearns, Ann Steenwyk

MEMBERS EXCUSED: Claudia Krepsky

STAFF/OFFICIALS PRESENT: Attorney Brian Goodman, Attorney Remzy Bitar, Police Chief Kurt Zempel, Tatum Clayton

OPENING OF MEETING

1. Roll Call
2. Call to Order

President Samet called the meeting to order at 4:03 P.M.

3. Pledge of Allegiance

CLOSED SESSION

4. Motion to convene in closed session pursuant to Wis. Stat. secs. 19.85(1)(a), (c), (f), and (g) for purposes of deliberating concerning a case which was the subject of any judicial or quasi-judicial trial or hearing before the governmental body; to consider the employment, promotion, or compensation of any public employee over which the Board of Police and Fire Commissioners exercises responsibility; for purposes of consideration of specific personnel problems which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person involved in such problems; and for conferring with legal counsel for the Board of Police and Fire Commissioners who is rendering oral or written advice concerning strategy to be adopted by the Board of Police and Fire Commissioners with respect to litigation in which it is or is likely to become involved.

Specifically, the Commission will review, discuss, deliberate, and take potential action, including rendering a decision regarding the initial disciplinary hearing for a police officer that was performed by a hearing examiner appointed by the Board of Police and Fire Commissioners, including discussions with legal counsel regarding a likely court appeal of that decision.

Motion made by Steenwyk, Seconded by Stearns

Voting Yea: Cirillo, Samet, Stearns, Steenwyk

MEMBERS PRESENT: Corrado Cirillo, Larry Samet, Kristen Stearns, Ann Steenwyk

MEMBERS EXCUSED: Claudia Krepsky

STAFF/OFFICIALS PRESENT: Attorney Brian Goodman, Attorney Remzy Bitar

RECONVENE IN OPEN SESSION

5. Motion to reconvene in open session to take action, if any, regarding closed session business, including potentially announcing the decision, if any, of the Board of Police and Fire Commissioners regarding the initial disciplinary hearing for a police officer that was performed by a hearing examiner appointed by the Board of Police and Fire Commissioners.

Motion made by Stearns, Seconded by Cirillo

Voting Yea: Cirillo, Samet, Stearns, Steenwyk

No further action taken.

TENTATIVE DATE OF NEXT REGULAR MEETING

6. Next scheduled meeting: August 18, 2026 at 4:00 P.M.

ADJOURN

7. Motion to Adjourn

President Samet adjourned the meeting at 5:13 P.M.