



SPECIAL BOARD OF POLICE AND FIRE COMMISSIONERS AGENDA

September 03, 2026 at 5:00 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 August 18, 2026 Regular Meeting.

ITEMS FOR DISCUSSION AND POSSIBLE ACTION

5. Preliminary meeting pursuant to Section 7.1(c) of the Board's By-Laws regarding the second and third Statements of Charges filed by Chief Kurt Zempel against a Police Officer. The Ethics Commission shall exercise its discretion to provide an opportunity for the accused Police Officer to address the Board regarding those charges pursuant to 7.1(c)5 of the By-Laws; determination whether the charges are sufficient in form and nature; discussion and possible action regarding whether the accused shall remain on duty or be suspended with pay pending hearing (paid administrative leave); and discussion and possible action regarding the scheduling of a hearing and the appointment of a hearing examiner.

CLOSED SESSION

6. 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 second and third Statements of Charges filed by the Chief of Police against a Police Officer, including the preliminary meeting requirements of the Board's By-Laws, the duty status of the accused pending hearing, the scheduling of a hearing, and the appointment of a hearing examiner; and to confer with legal counsel for the Board regarding those charges and regarding litigation in which the Board is or is likely to become involved.

RECONVENE IN OPEN SESSION

7. Motion to reconvene in open session to take action, if any, regarding closed session business, including discussion and possible action regarding the second and third Statements of Charges filed by the Chief of Police against a Police Officer, and including possible action related to the duty status of the accused pending hearing, scheduling a hearing, or appointing a hearing examiner regarding those charges.

TENTATIVE DATE OF NEXT REGULAR MEETING

8. Next scheduled meeting: September 15, 2026 at 3:30 P.M.

ADJOURN

9. 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, August 18, 2026

MEMBERS PRESENT: Corrado Cirillo, Claudia Krepsky, Larry Samet, Kristin Stearns, Ann Steenwyk

STAFF/OFFICIALS PRESENT: Fire Chief Eric Montellano, Police Chief Kurt Zempel, Assistant Police Chief Doug Teunissen, PFC Attorney Brian Goodman, PFC Attorney Malia Malone, City Attorney Liz Majerus, Assistant City Attorney Matt Murray

OPENING OF MEETING

1. Roll Call
2. Call to Order

President Samet called the meeting to order at 4:37 PM.

Commissioner Krepsky arrived at 4:52 PM.

Commissioner Steenwyk arrived at 5:00 PM.

3. Pledge of Allegiance

MINUTES

4. Approval of Minutes from the July 21, 2026 Regular Meeting and the August 5, 2026 Special Meeting.

Motion made by Stearns, seconded by Cirillo

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

ITEMS FOR DISCUSSION AND POSSIBLE ACTION

5. Discussion on existing adopted bylaws and possible action.

Section 7 of the current adopted PFC bylaws provide different dates and timelines in the disciplinary process than are required by state statute in certain instances. Commissioner Stearns suggested adding language to generally reflect that statute language should supersede anything contradictory in the bylaws. Attorney Majerus will review the bylaws, redline suggestions, and will bring them forward to a future meeting.

6. Fire Department general update.

Chief Montellano provided an update on the Public Safety Complex. He additionally offered updates on new hires who are currently in paramedic school.

7. Police Department personnel update and future interview dates discussion for the position of Police Officer. Item 4.

Chief Zempel shared that Officer Peterson graduated from the academy and was recently sworn in. There were three other hires in January 2026 who will complete field training within the next month.

The Police Department has 5 vacancies. Preliminary interviews were conducted and 12 candidates were successful. The Police Department will advance 6 candidates for background investigations at this time. Interviews with the PFC will be conducted at the regular September 15th meeting. Stearns suggested starting earlier to accommodate the interviews. Commissioners are checking availability to start the meeting at 3:30 PM.

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.

Attorney Malone introduced herself and shared her professional background. President Samet explained to the Commission that the City would like to retain Attorney Malone for PFC matters. PFC's input was solicited and the Commission is comfortable accepting the City's recommendation.

Motion to appoint Attorney Malia Malone of Attolles Law Firm as Police and Fire Commission representation.

Motion made by Stearns, seconded by Cirillo

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

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.

Motion made by Stearns, seconded by Krepsky.
Voting Yea: Cirillo, Krepsky, Samet, Stearns, Steenwyk

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

OFFICIALS PRESENT: Attorney Brian Goodman, Attorney Malia Malone

The Commission were in closed session from 5:12 PM to 5:49 PM discussing the consolidated charges and whether they were presented to the charged officer with appropriate notice. They found that the charges were not provided with the appropriate notice prescribed within the bylaws.

Additionally, the Commission discussed appointing Attorney Malia Malone as their new counsel for PFC replacing Attorney Brian Goodman.

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.

Motion made by Stearns, seconded by Cirillo
Voting Yea: Cirillo, Krepsky, Samet, Stearns, Steenwyk

Motion to transition counsel from Attonrey Goodman to Attorney Malone for the consolidated charges.

Motion made by Cirillo, seconded by Krepsky
Voting Yea: Cirillo, Krepsky, Samet, Stearns, Steenwyk

Motion to approve and issue the decision and order of the Commission dated August 18, 2026 against police officer.

Motion made by Cirillo, seconded by Stearns.
Voting Yea: Cirillo, Krepsky, Samet, Stearns, Steenwyk

Motion to order the police officer to serve a 5 day concurrent suspension without pay per that decision and order.

Motion made by Cirillo, seconded by Krepsky.
Voting Yea: Cirillo, Krepsky, Samet, Stearns, Steenwyk

Attorney Goodman will send the decision to the Police Officer and to Attorney Kyle Gulya.

RECONVENE IN CLOSED SESSION

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.

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Motion made by Stearns, seconded by Cirillo.

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

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

OFFICIALS PRESENT: Attorney Malia Malone

The Commission reconvened in closed session from 5:59 PM to 6:16 PM. The Commission further discussed the consolidated charges against a police officer. They have scheduled a Special Meeting for September 3, 2026 at 5:00 PM.

RECONVENE IN OPEN SESSION

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.

Motion made by Stearns, seconded by Krepsky.

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

Motion that the Commission, without conceding any procedural defect and in order to remove any question regarding the regularity of these proceedings, withdraws and vacates its July 21, 2026 determinations regarding the charges filed by Chief Zempel on June 8, 2026 and July 20, 2026, including the findings of sufficiency, which shall be of no force or effect; and, re-affirms its determination that the accused remain on paid administrative leave pending resolution of the charges; directs that notice and copies of the charges be furnished to the accused and the complainant in accordance with § 7.1(c)(2); sets a

preliminary meeting for September 3, consistent with § 7.1(b); and reserves all determinations under § 7.1(c)(3) to that meeting.

Motion made by Cirillo, seconded by Steenwyk

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

The Police and Fire Commission have approved the police officer to speak at the September 3, 2026 meeting for a maximum of 30 minutes. The police officer confirmed they received the charges on August 18th. The police officer requested copies of the transcripts from the previous hearing. The City Attorney Office will work on this. The police officer confirmed their suspension dates.

TENTATIVE DATE OF NEXT REGULAR MEETING

11. Next scheduled special meeting: September 3, 2026 at 5:00PM.

Next regular meeting: September 15, 2026 at 3:30PM.

ADJOURN

12. Motion to Adjourn

Motion to adjourn the meeting at 6:20 P.M.

Motion made by Stearns, seconded by Krepsky.

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