City of Sheboygan
BOARD OF POLICE AND FIRE COMMISSIONERS
NOTICE OF EVIDENTIARY HEARING AND AGENDA

Hearing on Charges Filed by Chief of Police Kurt Zempel Against a Police Officer
Before Independent Hearing Officer Attorney Remzy Bitar

Hearing Dates: November 9, 2026; November 10, 2026; and November 11, 2026
Time: 9:00 a.m. each day
Location: Municipal Court Room, Sheboygan Police Department, 1315 N 23rd St, Sheboygan, WI

It is possible that a quorum (or a reverse quorum) of the Sheboygan Police and Fire Commission, the Sheboygan Common Council, or any other City committees, boards, or commissions may be in attendance, thus requiring notice pursuant to State ex rel. Badke v. Greendale Village Board, 173 Wis. 2d 553, 494 N.W.2d 408 (1993). No action on City business will be taken by Commission members at this hearing. The Commission will not deliberate or decide the charges at this hearing; deliberations will occur at a separately noticed meeting of the Commission following receipt of the Hearing Officer's report.

This hearing is open to the public and will be recorded. Persons with disabilities who need accommodations to attend this hearing should contact the Human Resources Department, (920) 459-3316.

OPENING OF HEARING

1. Call to order by the Hearing Officer and statement of the matter before the Commission.
2. Appearances of the parties and counsel for the record.
3. Confirmation that the hearing is being recorded and transcribed, and that witnesses will testify under oath.

PRELIMINARY MATTERS

4. Stipulations of the parties, if any, to be made part of the record.
5. Rulings on any timely objections to proposed exhibits and any other preliminary or procedural matters.
6. Sequestration of witnesses, if requested.

EVIDENTIARY HEARING

7. Opening statements of the parties.
8. Presentation of the Chief's case, with cross-examination, redirect, and questions by the Hearing Officer.

9. Presentation of the accused officer's case, with cross-examination, redirect, and questions by the Hearing Officer.
10. Rebuttal, if any.
11. Closing arguments.

RECESS AND ADJOURNMENT

12. If the evidentiary portion is not concluded on a given day, the hearing will recess and reconvene at 9:00 a.m. on the next scheduled hearing date.
13. Confirmation of the deadline for post-hearing briefs, if any, and adjournment of the hearing.

In compliance with Wisconsin's Open Meetings Law, this notice was posted in the following locations more than 24 hours prior to the time of the hearing: City Hall, Mead Public Library, Sheboygan County Administration Building, and the City's website.