



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

**November 18, 2025 at 3:30 PM**

**City Hall - Conference Room 106, 828 Center Avenue,  
Sheboygan, WI**

Persons with disabilities who need accommodations to attend the meeting should contact the Human Resources Department, 828 Center Ave, Sheboygan, at 920-459-3316.

## **OPENING OF MEETING**

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

## **MINUTES**

- [4.](#) Approval of Minutes - October 21, 2025

## **PUBLIC INPUT**

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

## **ITEMS FOR DISCUSSION AND POSSIBLE ACTION**

6. New PFC Bylaws Review and Discussion
7. Police Department Crime Statistics Discussion
8. Fire Department Radio Encryption Discussion

## **CLOSED SESSION**

9. Motion to convene in closed session under the exemption provided in Wisconsin State Statute §19.85(1)(c) considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility:
10. Fire Department personnel update
11. Police Department personnel update
12. Police Department candidate interview(s) for the position of police officer

## **RECONVENE IN OPEN SESSION**

13. Action related to Police Department candidate interview(s) for the position of police officer

## **NEXT MEETING**

14. There will be no regular PFC meeting in December 2025. Regular meetings will resume in January 2026.

**ADJOURN**

15. Call 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*

**CITY OF SHEBOYGAN****BOARD OF POLICE AND FIRE COMMISSIONERS MINUTES****Tuesday, October 21, 2025**

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**MEMBERS PRESENT:** Corrado Cirillo, Larry Samet, Kristin Stearns, Ann Steenwyk**MEMBERS EXCUSED:** Claudia Krepsky**STAFF/OFFICIALS PRESENT:** Fire Chief Eric Montellano, Assistant Police Chief Doug Teunissen, Tatum Clayton**OPENING OF MEETING**

1. Roll Call
2. Call to Order

President Samet called the meeting to order at 4:09 P.M.

3. Pledge of Allegiance

**MINUTES**

4. Approval of Minutes - September 16, 2025

MOTION TO APPROVE MINUTES FROM SEPTEMBER 16, 2025

Motion made by Cirillo, Seconded by Stearns.

Voting Yea: Cirillo, Samet, Stearns

Abstaining: Steenwyk

5. Approval of Minutes - October 16, 2025

MOTION TO APPROVE MINUTES FROM OCTOBER 16, 2025

Motion made by Cirillo, Seconded by Stearns.

Voting Yea: Cirillo, Stearns, Steenwyk

Abstaining: Samet

**PUBLIC INPUT**

6. Public may speak up to 3 minutes per person on topics relevant to the agenda

None.

**ITEMS FOR DISCUSSION AND POSSIBLE ACTION**

7. "Culture by Design" book discussion

At a previous meeting, Chief Zempel introduced to the Commission "Culture by Design" by David J Friedman. The police department is currently working on a plan for the future of the department's culture and read the book when formulating a framework. The Commission would also like to incorporate concepts from the

book into their interview questions. President Samet has already started reading the book and supports the commission doing so.

#### 8. Independent Hearing Officer (IHO)

Attorney Eric Hagen will be present at the November 18<sup>th</sup> regular meeting to lead the Commission through the new bylaws. Attorney Hagen will provide an overview of the bylaws and will be able to answer any questions the Commission may have. The Commission has requested to receive a copy of the proposed bylaws in advance. They will review the document and will get any questions to President Samet to share with Attorney Hagen prior to the November meeting. Attorney Hagen will also share more on the IHO process.

#### 9. Fire Department Staffing Update

A member who had just passed probation decided to leave the department which has opened up a vacancy. There are two conditional offers of employment out to candidates in the current Firefighter/Paramedic pool.

#### 10. Possible November Interviews for Firefighter/Paramedic

There may be up to five candidates to interview for the position of Firefighter/Paramedic at the next meeting. Assistant Chief Tuenissen also shared there may be two candidates to be interviewed for the position of Police Officer as well at the November 18<sup>th</sup> meeting.

#### 11. Police Department promotions

Chief Zempel and Assistant Chief Teunissen recommended the promotion of Jonathon Smith to the position of Detective. Officer Smith is currently a School Resource Officer at Urban Middle School and has been for about 3.5 years. Officer Smith has been with the Sheboygan Police Department for 16 years. Command staff feels he is an up and coming leader and is pleased to present this promotion for the Commission's consideration.

#### MOTION TO APPROVE PROMOTION

Motion made by Stearns, Seconded by Cirillo.

Voting Yea: Cirillo, Samet, Stearns, Steenwyk

### CLOSED SESSION

12. Motion to convene in closed session under the exemption provided in Wisconsin State Statute §19.85(1)(c) considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility:

#### MOTION TO CONVENE IN CLOSED SESSION

Motion made by Stearns, Seconded by Cirillo.

Voting Yea: Cirillo, Samet, Stearns, Steenwyk

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

**MEMBERS EXCUSED:** Claudia Krepsky

**STAFF/OFFICIALS PRESENT:** Fire Chief Eric Montellano, Assistant Police Chief Doug Teunissen, Tatum Clayton

#### 13. Police Department personnel discussion

## RECONVENE IN OPEN SESSION

14. Consideration of moving into open session to take action with respect to any matter properly discussed in closed session.

### MOTION TO RECONVENE IN OPEN SESSION

Motion made by Stearns, Seconded by Steenwyk.

Voting Yea: Cirillo, Samet, Stearns, Steenwyk

## NEXT MEETING

15. Next scheduled meeting: November 18, 2025 at 3:30 P.M.

*There is no regular PFC Meeting in December. Regular PFC meetings will resume in 2026.*

## ADJOURN

16. Call to Adjourn

President Samet adjourned the meeting at 5:06 P.M.