



BOARD OF POLICE AND FIRE COMMISSIONERS AGENDA

May 19, 2026 at 4:00 PM

City Hall - Conference Room 106, 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 - May 6, 2026.

PUBLIC INPUT

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

ITEMS FOR DISCUSSION AND POSSIBLE ACTION

6. Review, discussion, and possible action to amend the bylaws as they relate to the preliminary hearing/response process.
7. Update on the IHO's progress regarding the scheduling hearing and evidentiary hearing.
- [8.](#) Discussion and possible action on the *Police and Fire Commission Complaint of Employee Misconduct* form.
- [9.](#) Discussion and possible action on the *Information Regarding Filing a Complaint* cover sheet.

CLOSED SESSION

10. Motion to convene in closed session pursuant to Wis. Stat. s. 19.85(1)(g) to confer with respect to the charges filed against Lieutenant William Adams and pursuant to Wis. Stat. s. 19.85(1)(c) to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility: Update on a Police Department personnel matter.

RECONVENE IN OPEN SESSION

11. Motion to reconvene in open session for possible action relating to matters discussed in closed session.

TENTATIVE DATE OF NEXT REGULAR MEETING

12. Next scheduled meeting: To Be Discussed.

ADJOURN

13. 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

SPECIAL BOARD OF POLICE AND FIRE COMMISSIONERS MINUTES

Wednesday, May 06, 2026

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

MEMBERS EXCUSED: Claudia Krepsky

STAFF/OFFICIALS PRESENT: Attorney Eric Hagen (virtual), Attorney Kyle Gulya (virtual), Police Chief Kurt Zempel, Assistant Police Chief Doug Teunissen, City Attorney Liz Majerus, Tatum Clayton

OPENING OF MEETING

1. Roll Call
2. Call to Order

President Samet called the meeting to order at 3:33pm.

3. Pledge of Allegiance

MINUTES

4. Approval of Minutes from the Regular and Special Meetings of April 21, 2026

MOTION TO APPROVE THE MINUTES FOR THE APRIL 21, 2026 REGULAR AND SPECIAL MEETINGS

Motion made by Stearns, Seconded by Steenwyk.

Voting Yea: Samet, Stearns, Steenwyk

CLOSED SESSION

5. Motion to convene in closed session pursuant to Wis. Stat. s. 19.85(1)(g) for purposes of conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved, specifically related to charges filed against Lieutenant William Adams.

MOTION TO CONVENE IN CLOSED SESSION.

Motion made by Stearns, Seconded by Steenwyk.

Voting Yea: Samet, Stearns, Steenwyk

MEMBERS PRESENT: Cirillo (entered late), Samet, Stearns, Steenwyk

MEMBERS EXCUSED: Krepsky

STAFF/OFFICIALS PRESENT: Attorney Hagen

RECONVENE IN OPEN SESSION

6. Motion to reconvene in open session for purposes of holding the preliminary meeting with respect to the charges filed by Chief Zempel against Lieutenant William Adams.

MOTION TO RECONVENE IN OPEN SESSION.
 Motion made by Stearns, Seconded by Cirillo.
 Voting Yea: Cirillo, Samet, Stearns, Steenwyk

Preliminary meeting was led by Attorney Eric Hagen. Both Chief Zempel and Lt. Adams were given the opportunity to make comments or ask questions of the Commission regarding the charges filed.

CLOSED SESSION

7. Motion to convene in closed session pursuant to Wis. Stat. s. 19.85(1)(a) for purposes of deliberating concerning a case which was the subject of any judicial or quasi-judicial trial or hearing before the governing body, specifically related to the preliminary meeting related to charges before the Board of Police and Fire Commissioners against Lt. William Adams.

MOTION TO CONVENE IN CLOSED SESSION.
 Motion made by Stearns, Seconded by Cirillo.
 Voting Yea: Cirillo, Samet, Stearns, Steenwyk

MEMBERS PRESENT: Cirillo, Samet, Stearns, Steenwyk

MEMBERS EXCUSED: Krepsky

STAFF/OFFICIALS PRESENT: Attorney Hagen

RECONVENE IN OPEN SESSION

8. Motion to reconvene in open session to announce the decision, if any, of the Board of Police and Fire Commissioners related to the preliminary meeting on the charges against Lieutenant William Adams.

MOTION TO RECONVENE IN OPEN SESSION.
 Motion made by Stearns, Seconded by Steenwyk.
 Voting Yea: Cirillo, Samet, Stearns, Steenwyk

9. Possible discussion and action on the appointment of a hearing examiner to conduct the evidentiary hearing for the charges against Lt. William Adams.

MOTION TO FIND THAT THE CHARGES FILED BY CHIEF ZEMPEL AGAINST LIEUTENANT WILLIAM ADAMS ARE REASONABLY SPECIFIC RELATED TO POLICE DUTIES AND SUFFICIENT TO WARRANT IMPOSITIONS OF DISCIPLINE WITHIN THE SCOPE OF WIS. STAT. S. 62.13(S).

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

MOTION TO FORMALLY SERVE LIEUTENANT ADAMS THE CHARGES OR TO HAVE HIM STIPULATE TO INFORMALLY HAVING THE CHARGES SERVED.

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

MOTION TO APPOINT ATTORNEY REMZY BITAR AS INDEPENDENT HEARING OFFICER (IHO) TO ATTEND SCHEDULING CONFERENCES AND EVIDENTIARY HEARINGS ON BEHALF OF THE COMMISSION.

Motion made by Stearns, Seconded by Cirillo.

Voting Yea: Cirillo, Samet, Stearns, Steenwyk

Item 4.

TENTATIVE DATE OF NEXT REGULAR MEETING

10. Next scheduled meeting: May 19, 2026 at 4:00 P.M.

ADJOURN

11. Call to Adjourn

Meeting adjourned at 4:53 P.M.

**CITY OF SHEBOYGAN POLICE AND
FIRE COMMISSION COMPLAINT OF
EMPLOYEE MISCONDUCT**

Item 8.

Complainant Information

Statement Provided By		
<input type="checkbox"/> Aggrieved Party	<input type="checkbox"/> Witness to Incident	<input type="checkbox"/> Other

Date Complaint Filed

Name:		
(Last)	(First)	(Middle)
Address:	City:	State: Zip:
Cell Phone:	Home Phone:	Date of Birth:
E-mail:		

Confidentiality	
<input type="checkbox"/> I request my complaint be kept confidential.	<i>If you request confidentiality, we will try to respect your request to the extent allowed under the open records law (WI SS 19.31-19.39). However, it is not possible to guarantee confidentiality in all instances.</i>
<input type="checkbox"/> I do not request confidentiality.	

Involved City of Sheboygan Police or Fire Commission Personnel
Name, Badge #, Rank (if known), or description of employee

Statement of Charges
**Optional- cite the department rule, city ordinance, state or federal law, or standards of acceptable conduct or citation violated.*

Incident Information

Date:	Time:	Case #:
Location:		

**CITY OF SHEBOYGAN POLICE AND
FIRE COMMISSION COMPLAINT OF
EMPLOYEE MISCONDUCT**

Item 8.

Witness Information #1

Name:			
<i>(Last)</i>	<i>(First)</i>	<i>(Middle)</i>	
Address:	City:	State:	Zip:
Cell Phone:	Home Phone:		

Witness Information #2

Name:			
<i>(Last)</i>	<i>(First)</i>	<i>(Middle)</i>	
Address:	City:	State:	Zip:
Cell Phone:	Home Phone:		

Witness Information #3

Name:			
<i>(Last)</i>	<i>(First)</i>	<i>(Middle)</i>	
Address:	City:	State:	Zip:
Cell Phone:	Home Phone:		

Witness Information #4
(Additional pages can be attached to this form)

Name:			
<i>(Last)</i>	<i>(First)</i>	<i>(Middle)</i>	
Address:	City:	State:	Zip:
Cell Phone:	Home Phone:		

**CITY OF SHEBOYGAN POLICE AND
FIRE COMMISSION COMPLAINT OF
EMPLOYEE MISCONDUCT**

Item 8.

Print Name

Signature

Date

INFORMATION REGARDING FILING A COMPLAINT

Dear Concerned Citizen,

Thank you for contacting the City of Sheboygan Police and Fire Commission. If you believe a police officer or firefighter, employed by the City of Sheboygan, Wisconsin, has violated a department rule, city ordinance, state or federal law, or standards of acceptable conduct, you may file a complaint with the President of the Board of Police and Fire Commissioners. Enclosed is a complaint form that can be used for this purpose.

Before filing a formal complaint with the Board, you must first file a complaint with the Chief of the Police Department or the Chief of the Fire Department. You also may wish to consult an attorney before filing a complaint with the Board or the department having jurisdiction over the police officer or firefighter involved.

A complaint you file can be based on your personal knowledge of a matter or on information obtained from other sources. Clearly describe the conduct you believe was inappropriate and include the names and contact information of any witnesses, or otherwise identify the source of your information, such as a document that has information supporting the complaint. It's especially important that you provide your own contact information as well. You may attach additional pages if needed.

If your charges are made under oath and in the presence of a notary public, the complaint will be treated as a formal complaint; if the complaint form is not notarized, it will be treated as an informal complaint. In either case, the Board will carefully review your complaint. You should be aware that under the provisions of Wisconsin Statutes § 946.32 and 946.66(2), making a false statement under oath or affirmation may be treated as a felony.

Please note that a formal complaint filed with the Board commences an adversarial proceeding, i.e., an administrative lawsuit, in which you are responsible for presenting your case to the Board. The Board does not actively investigate or review your complaint but sits in judgment much like a court.

If you choose not to use the enclosed form, but wish to make the Board aware of a complaint you have about the actions of a police officer or a firefighter, you may write a letter to the Board detailing your concerns; you must cite the rule, ordinance, law or standard of conduct you believe the individual violated. However, the Board cannot initiate a disciplinary action in the absence of a formal complaint.

If you file a complaint with this Board, you may ask that your identity, information you provide, or both be kept confidential. To the extent permitted by state law, the Board will respect your request. However, the Board cannot promise unlimited confidentiality; the

news media or any person may ask to see a copy of your complaint and related documents; the Board may be legally required to honor such a request.