



BOARD OF POLICE AND FIRE COMMISSIONERS AGENDA

September 15, 2026 at 3:30 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 September 3, 2026 Special Meeting.

ITEMS FOR DISCUSSION AND POSSIBLE ACTION

5. Discussion regarding bylaw language as it relates to discipline timelines and possible action.
6. Fire Department Update

CLOSED SESSION

7. 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 for interviews for the position of Police Officer.

RECONVENE IN OPEN SESSION

8. Motion to reconvene in open session and take any action relating to interviews held in closed session.

TENTATIVE DATE OF NEXT REGULAR MEETING

9. Next regular scheduled meeting: October 20, 2026 at 4:00 P.M.

ADJOURN

10. 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

SPECIAL BOARD OF POLICE AND FIRE COMMISSIONERS MINUTES

Thursday, September 03, 2026

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

STAFF/OFFICIALS PRESENT: Attorney Malia Malone, Attorney Kyle Gulya (virtual), Chief Kurt Zempel, Assistant Chief Doug Teunissen, Tatum Clayton

OPENING OF MEETING

1. Roll Call
2. Call to Order

President Samet called the meeting to order at 5:06 P.M.

Commissioner Krepsky arrived at 5:10 P.M.

3. Pledge of Allegiance

MINUTES

4. Approval of Minutes from the August 18, 2026 Regular Meeting.

Motion made by Stearns, seconded by Steenwyk.

Voting Yea: Cirillo, Samet, Stearns, Steenwyk

Excused: Krepsky

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 Police and Fire 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.

The Police Officer was afforded the opportunity to share a statement regarding charges.

The Officer was allotted up to 30 minutes and used 13 of the 30 minutes. The Officer shared context they felt was relevant for the Commission to consider as they deliberate the pending charges.

Ultimately, the Officer asserts that the consolidated charges do not meet the threshold of the 7 just causes. He requests that the commission dismiss them.

Attorney Gulya spoke on behalf of the Chief and expressed desire for an evidentiary hearing. He further asked the Commission to find the charges sufficient of the Seven Tests of Just Cause.

Prior to moving into closed session, Attorney Malone requested that each commissioner individually confirm whether they felt they could remain impartial while considering the additional charges.

Larry Samet, confirmed yes.

Corrado Cirillo, confirmed yes.

Claudia Krepsky, confirmed yes.

Ann Steenwyk, confirmed yes.

Kristin Stearns, confirmed yes.

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.

Motion made by Stearns, seconded by Krepsky.

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

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

STAFF/OFFICIALS PRESENT: Attorney Malia Malone

The Commission convened in closed session at 5:31pm.

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.

Motion made by Stearns, seconded by Steenwyk.

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

Item 4.

The Commission went back into open session at 6:24 P.M. and voted on three motions.

Motion to give authority to President Samet to be the designated signatory on behalf of the Police and Fire Commission.

Motion made by Krepsky, seconded by Stearns.

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

Pursuant to Section 62.13(5)(em)1-7, Wis. Stats., the Commission moves to find both charges, now consolidated, rise to the Seventh Tests of Just Cause, therefore moving forward with an evidentiary hearing with an Independent Hearing Officer, which will be confirmed at a later date.

Motion made by Krepsky, seconded by Cirillo.

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

The Commission moves to recommend Attorney Remzy Bitar be retained to serve as the Police and Fire Commission's Independent Hearing Officer.

Motion made by Krepsky, seconded by Cirillo.

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

TENTATIVE DATE OF NEXT REGULAR MEETING

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

The meeting time was moved slightly earlier to accommodate interviews for the position of Police Officer.

ADJOURN

9. Motion to Adjourn

President Samet adjourned the meeting at 6:32 P.M.