

Williams, Deb

Exhibit 520

From: Paine, Jim
Sent: Monday, July 21, 2025 3:37 PM
To: LeRette, Mikayla; Ciciora, Lucas; Robert Powell
Cc: Janigo, Cammi L.; Prell, Frog; Williams, Deb; Winterscheidt, Paul
Subject: Grievance Step One

Inv. LeRette,

As you are aware, I was copied on a written grievance that you submitted to our Human Resources Committee last week. Immediately following your submission of the grievance, the Police Chief recused himself from participation in the grievance process due to the conflict created by the spousal relationship between you and him. After reviewing the contract and consulting with senior members of my administration, I informed the Chief that his conflict does not entirely recuse him from his duties to attempt to resolve the grievance. I directed him to designate a subordinate to act on his behalf in this matter or, if he did not believe any subordinate officer could fairly and effectively perform this role, I offered to accept the responsibility myself in accordance with my authority as the statutory head of the police department as described in Wis Stat. 62.09(8)d.

Earlier today, Police Chief Winterscheidt accepted my offer and asked me to attempt to resolve this grievance. The contract now requires me to discuss the grievance with you and your union representative. Following that discussion, I have 3 days to issue a written response to this grievance and the proposed remedies. I hope to meet with you and any legal or union representatives you wish to bring later this week. I have large blocks of time available both Tuesday (tomorrow) and Thursday of this week and I'm willing to meet after hours if that better accommodates your team.

If you are unwilling or unable to meet with me to discuss the grievance, I will render a written response within three days time.

Thank you,

Jim Paine

Mayor