

Exhibit 563

From: Ciciora, Lucas <cicioral@superiorwi.gov>

Sent: Friday, July 18, 2025 9:20:15 AM

To: LeRette, Mikayla <lerettem@superiorwi.gov>; Aguinaga, Louis <aguinagal@superiorwi.gov>; Bourque, Paul <bourquep@superiorwi.gov>; Coffman, Griffith <coffmang@superiorwi.gov>; Collins, Joseph <collinsj@superiorwi.gov>; Crist, Dylan <cristd@superiorwi.gov>; Custer, Ronald <custerr@superiorwi.gov>; Dalbec, David <dalbecd@superiorwi.gov>; Davis, Brian <davisb@superiorwi.gov>; Davis, Kelsey <davisk@superiorwi.gov>; Deans-Brandt, Collin <deansbrandtc@superiorwi.gov>; Deignan, Patrick <deignanp@superiorwi.gov>; DiPuma, Noah <dipuman@superiorwi.gov>; Eastman, Robert <eastmanr@superiorwi.gov>; Elmquist, Andrew <elmquista@superiorwi.gov>; Finger, Tyler <fingert@superiorwi.gov>; Finkbeiner, Samuel <finkbeiners@superiorwi.gov>; Foerst, Katie <foerstk@superiorwi.gov>; Heehn, Peter <heehnp@ci.superior.wi.us>; Ibrahim Carson <carsoni@ci.superior.wi.us>; Johnson, Adam <johnsona@superiorwi.gov>; Johnson, Ashley <johnsonashley@superiorwi.gov>; Lauridsen, Austin <lauridsena@superiorwi.gov>; Lofgren, Aaron <lofgrena@superiorwi.gov>; Mahlen, Charles <mahlenc@superiorwi.gov>; Mattson, Taavi <mattson@superiorwi.gov>; Mertzig, Greg <mertzigg@superiorwi.gov>; Milroy, Russ <milroyr@superiorwi.gov>; Monte, Timothy <montet@superiorwi.gov>; Mundell, Amanda <mundella@superiorwi.gov>; Olson, Benjamin <olsonb@superiorwi.gov>; Peterson, Hillary <peterhillary@superiorwi.gov>; Robinson, Ronald <robinsonr@superiorwi.gov>; Schroeder, Tony <schroedert@superiorwi.gov>; Swanson, Matthew <swansonm@superiorwi.gov>; Woolery, Christopher <wooleryc@superiorwi.gov>; Mitchell, Morgan <mitchellm@ci.superior.wi.us>; Snyder, Hunter <snyderh@superiorwi.gov>; Pfister, Robert <pfisterr@superiorwi.gov>

Subject: Re: Grievance Submitted to the HRC for numerous contractual violations

The following communication has been sent to the City in reference to their attempts to ignore the rules of the contractual grievance procedure. The grievance committee will provide an update at the Union meeting on Wednesday.

Director Cammi Janigo,

I am writing on behalf of Investigator LeRette, the Superior Local 27 Grievance Committee, the Superior Local 27 Discipline Committee, and the current Superior Local 27 Union President. This communication has been reviewed and approved by all aforementioned parties. In compliance with WI SS 111.70(4)(d), I have also forwarded a copy of this message to WPPA Business Agent Robert Powell. All of the Police Officers and Investigators of Superior Local 27 will be made aware of this communication. Additionally, the Mayor of the City of Superior, the Police Chief, the members of the Human Resources Committee (HRC), and the City Attorney will be copied as recipients of the communication.

Investigator LeRette has advised the Union, that after deliberation, the Chief of the Superior Police Department has been required to address the grievance in step 1 by the Mayor of the City of Superior. The Union applauds this action by the Mayor and the Union is pleased to see

the Mayor recognizes the Chief's contractual obligations as a requirement. However, the Union has also been informed you personally have made an eleventh-hour communication to Investigator LeRette, dated 07/17/2025. This communication stated your intent to forgo hearing the grievance at the next meeting of the Human Resource Committee. Please be aware, **the Union rejects any unilateral time extension of the grievance process.**

Article 24 (D) of the collective bargaining agreement provides the following guidelines:

Step 1. The aggrieved employee shall present the grievance in writing to the Chief of Police. The Chief of Police shall discuss the grievance with the employee and the Union Representative and will give their answer in writing within three (3) days to both the aggrieved employee and the Association.

Step2. If the grievance is not satisfactorily resolved, it shall be submitted in writing to the Human Resources Committee and the Human Resources Director within five (5) working days after receipt of the answer in the first step. The Committee will hear the grievance at their next regularly scheduled meeting. The Committee shall respond to the grievance in writing within ten (10) days of their meeting date.

Step 3. If the grievance is not settled in the second step, arbitration is the next and final step, but must be requested in writing within five (5) days of the receipt Page 22 –WPPA Superior Local #27 Union Contract of the Human Resources Committee's decision as in Step 2. The decision of the arbitrator is to be final and binding upon both parties as to the grievance.

As you are aware, the Union received a written recusal from the Chief dated 07/14/2025. The Union accepted this email as the written response and one that is necessitated by policy. Specifically, the Union was taking into account Human Resources Committee Policy 04.06c, which prevents the Chief from participating in the disciplinary process of a relative and interfering with any employment decision involving a relative.

Investigator LeRette contacted you on 07/14/2025 and advised you the grievance was not satisfactorily resolved in step 1. The grievance was submitted in writing to you and the Human Resources Committee within the contractually required time frame. **The Human Resources Committee has a contractual obligation to hear the grievance at their next regularly scheduled meeting on 07/21/2025.**

In November of 2024 I advised you that the Union was prepared to submit a formal written grievance and you sought additional time to continue oral discussions. For over eight months the City has failed to obtain a formal issuance of charges against Investigator LeRette from the Police and Fire Commission, as required by the Wisconsin State Statutes 62.13(5).The Union advised Mayor Paine of our wish to resolve this grievance on 05/20/2025. Receipt of this communication was acknowledged by Mayor Paine on the same day. However, the Union did not receive further response from the Mayor and the Mayor is not contractually obligated to respond. However, the City has had ample time to draw conclusions and seek resolutions.

During Investigator LeRette's last meeting with the Mayor he suggested that reviewing exculpatory facts Investigator LeRette was prepared to deliver could potentially "reopen the investigation." Despite this possibility, Investigator LeRette has sought, and continues to seek, a proper hearing of the facts she was denied by the City's actions during the internal investigation.

The collective bargaining agreement does not allow the City to unilaterally extend the timelines of the grievance procedure. The issue of formal discipline must be resolved for the Chief to have any legitimate input. Given the Chief's marital status with Investigator LeRette, any input from the Chief at this time, be it direct or indirect, would corrupt the process and further damage the reputation of the Superior Police Department. **In order to extend the timelines, and revert the grievance procedure back to step 1, the Union requires the City dismiss the internal investigation with prejudice, and provide written notification of this to Investigator LeRette and the Union.**

The hard deadline for this written notification is 1600 hrs on 07/21/2025. If the City and the Union cannot come to a good faith agreement by this time Investigator LeRette and her representatives will appear at the HRC meeting, scheduled for 1700 hrs on 07/21/2025. Should the HRC choose not to hear the grievance at that time Investigator LeRette and the Union will advise our legal representation and proceed to acquire remedies provided for by law.

Thank you for your attention to this matter,

OFC Lucas Ciciora

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