

SHEBOYGAN COUNTY ORDINANCE NO. 09 (2025/26)

Re: **Amending Section 1.17 of the Sheboygan County Code-Updating Sheboygan County’s Mission, Vision, and Core Values**

**Printed as amended*

WHEREAS, Sheboygan County’s current Mission Statement, Vision Statement, and Guiding Principles were adopted many years ago and do not fully reflect the County’s current organizational priorities; and

WHEREAS, as part of a broad strategic effort to renew and align organizational direction, Sheboygan County engaged employees from a cross-section of departments in a series of Mission, Vision, and Values workshops; and

WHEREAS, these workshops provided an opportunity to gather input from employees at all levels and from a variety of operational backgrounds, resulting in shared language that reflects both who we are today and who we aspire to become; and

WHEREAS, the newly proposed Mission, Vision, and Core Values emphasize resilience, collaboration, integrity, continuous learning, and fiscal and environmental stewardship—principles that align with Sheboygan County’s goal of providing responsive, compassionate, and effective services; and

WHEREAS, it is in the best interest of the County Board, its departments, employees, and the public to formally update Section 1.17 of the County Code to reflect the County’s refreshed mission, vision and values.

NOW, THEREFORE, the County Board of Supervisors of the County of Sheboygan does ordain as follows:

Section 1. **Amending Code.** Sections 1.17 of the Sheboygan County Code of Ordinances are hereby amended as follows (only those Sections or portions of Sections affected appear – deletions indicated by strikeouts; additions by shading):

1.17 **MISSION STATEMENT, VISION STATEMENT, AND GUIDING PRINCIPLES CORE VALUES.** This Section shall be applicable to all full-time and part-time elected and appointed County officials and employees.

(1) ~~The mission of Sheboygan County is to provide courteous, responsive, efficient, and effective services to those we serve.~~ **MISSION: We provide essential services to create a safe and thriving County by fostering strong partnerships, supporting rural and urban communities, and eliminating barriers** **while promoting fiscal responsibility.*

(2) ~~The vision of Sheboygan County is to be recognized as a leader of responsive and cost-effective local government.~~ VISION: Sheboygan County empowers employees **and residents* to thrive through resilience, collaboration, and a solutions-focused mindset, building a stronger **future County* together.

(3) The guiding principles of Sheboygan County are:

- ~~(a) to provide leadership;~~
- ~~(b) to be dedicated to the concept of democratic local government;~~
- ~~(c) to maintain a constructive, objective, and creative attitude;~~
- ~~(d) to maintain a deep sense of social responsibility as a trusted public servant;~~
- ~~(e) to be dedicated to the highest ideals of honor and integrity in all public and personal relationships;~~
- ~~(f) to recognize that the chief function of local government is to serve the best interests of all citizens;~~
- ~~(g) to improve the quality and image of public service, to encourage regular communication between citizens and County officials;~~
- ~~(h) to emphasize friendly and courteous service to the public;~~
- ~~(i) to treat your colleagues and staff with respect and courtesy;~~
- ~~(j) to foster problem-solving and continuous learning in the work environment;~~
- ~~(k) to train and empower staff to attain high standards of professionalism, and~~
- ~~(l) to actively seek shared services opportunities with local, state, and federal agencies.~~

(3) CORE VALUES:

- (a) Integrity: We uphold honesty, transparency, and accountability in all actions. We cultivate an inclusive environment by treating all individuals with dignity and respect.
- (b) Forward Thinking: We foster a culture of continuous learning, open-mindedness and adaptability, empowering individuals to grow, solve problems, and lead with purpose and confidence.
- (c) Stewardship: We protect fiscal responsibility and resource sustainability, building safe, clean, and vibrant communities for current and future generations.
- (d) Collaboration: We demonstrate collaboration and teamwork by working across departments and with the community to deliver effective services.
- (e) Excellence: We are professional and responsive, delivering high-quality services with a commitment to excellence in everything we do.

Section 2. **Effective Date.** The herein Ordinance shall take effect upon enactment.

Respectfully submitted this 19th day of August 2025.

HUMAN RESOURCES COMMITTEE

Edward J. Procek
Edward J. Procek, Chairperson

Christian Ellis, Vice-Chairperson

Charlette Nennig
Charlette Nennig, Secretary

Carl Nonhof
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Thomas Wegner
Thomas Wegner

Opposed to Introduction:

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Enacted 10/21/2025