

HUMAN RESOURCES



Dave Loomis
Director of Human
Resources

We champion the people who serve Sheboygan County - fostering growth, belonging, and excellence so that every employee can thrive and every citizen can benefit.

2.53%
Reduction
in Turnover

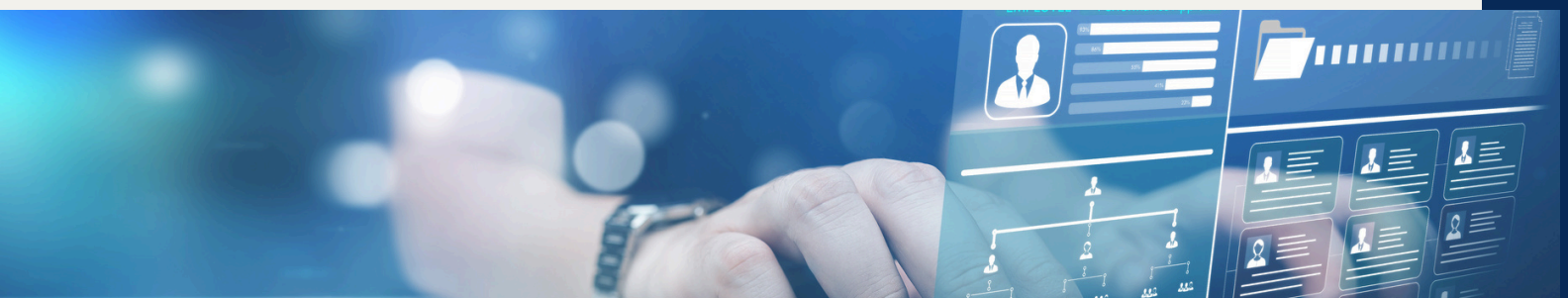
510
You Make A
Difference
Nominations

80%
Enrollment in
the County
Health Plan

200+
Employees
Hired

The Sheboygan County Human Resources Department advances the County's Mission and Vision by aligning people practices with organizational priorities and community impact. Guided by the principle "Serving with Purpose. Leading with Integrity," the Department supports a workplace culture grounded in the County's values of Integrity, Forward Thinking, Stewardship, Collaboration, and Excellence so employees can thrive and residents benefit from their service.

Human Resources designs and administers systems that promote fairness, accountability, and high performance, including recruitment, retention, compensation, benefits, employee relations, training, and policy administration. Through a values based evaluation framework and a focus on leadership development, continuous learning, and an inclusive work environment, the Department strengthens organizational effectiveness and ensures the County's Mission and Vision are carried out each day.



2025 Achievements



Successful implementation of the County's new Values framework



Completed and implemented the Countywide compensation study



Helped launch the Tyler Munis ERP and HRIS systems



2025 YEAR IN REVIEW

In 2025, the Human Resources Department strengthened the foundation of a high performing, values driven organization by embedding the County's Mission, Vision, and Values into workforce systems, leadership expectations, and everyday culture. A major milestone was the formal implementation of the County's values framework, which now guides performance evaluations, employee recognition, leadership development, and decision-making across departments.

Human Resources also completed the Countywide Compensation Study and supported the launch of the Tyler Munis ERP and HRIS systems—two major initiatives that modernized pay practices, improved internal equity, enhanced data integrity, and increased process efficiency. Together, these efforts advanced organizational stability and positioned the County for long-term operational sustainability rooted in accountability, integrity, and service.

2025 BUDGET

Revenues	\$ 1,069,388
Expenses	\$ 1,173,401
Transfers In/Out	\$ 155,568
(Under)/Over Budget	\$ (51,555)

2026 LOOK AHEAD

In 2026, the Sheboygan County Human Resources Department will strengthen organizational resilience, employee well-being, and service delivery through targeted, data-informed initiatives. A key priority will be auditing and enhancing Countywide safety policies and programs to ensure a consistent, compliant, and proactive approach to employee safety. By partnering with departments and leadership, Human Resources will work to reduce risk, improve safety culture, and support employees in performing their work confidently and effectively.

The Department will also deepen integration of the County's Mission, Vision, and Values into workforce practices and leadership accountability. Building on the values-based evaluation framework, Human Resources will conduct targeted culture and operational audits in high-turnover areas to inform tailored improvements that strengthen engagement and retention. At the same time, the Department will continue enhancing employee benefits and lead negotiations for a new collective bargaining agreement with the Sheboygan County Law Enforcement Employee Association, supporting organizational stability, strong labor partnerships, and responsible stewardship.