

NOTICE OF MEETING

SHEBOYGAN COUNTY HEALTH & HUMAN SERVICES COMMITTEE

April 7, 2026 8:30 AM

Health & Human Services Building
1011 North 8th Street
Sheboygan, WI 53081
Room 372

Members of the Committee may be appearing remotely.

Persons wanting to observe the meeting are encouraged to listen remotely.

Everyone is welcome to wear a face mask in Sheboygan County Facilities.

To observe the meeting remotely dial (312).626.6799 or click on the following link:

<https://us06web.zoom.us/j/85949525955?pwd=OGRJNFJ2eXBKZit0TGo3bkZ1TmY5QT09>

Meeting ID: 859 4952 5955

Passcode: 921939

*** AGENDA ***

Call to Order and Introductions
Certification of Compliance with Open Meeting Law
Approval of Minutes for March 17, 2026

Announcements and Correspondence

Public Comment (Public may speak up to three minutes each on topics relevant to the agenda.)

Health & Human Services Director Report - Matthew Strittmater

The Department Head Report is a summary of key activities. No action will be taken by the Health & Human Services Committee resulting from the report unless it is a specific item on the agenda.

Health Officer & Health & Human Services Deputy Director Report - Starrlene Grossman

The Public Health Manager Report is a summary of key activities. No action will be taken by the Health & Human Services Committee resulting from the report unless it is a specific item on the agenda.

Health & Human Services Director - Matthew Strittmater

Consideration of a Change in the Table of Organization
Consideration of Two Vacant Position Requests

Health Officer & Health & Human Services Deputy Director - Starrlene Grossman

Presentation on Public Health 2025 Annual Report

Accounting Manager - Tara Duwe

Consideration of a Temporary Pay Adjustment

Child & Family Services Manager - Sarah Mueller

Consideration of Out-of-State Travel

Review and Approve Vouchers
October 5, 2025 - October 18, 2025
March 8, 2026 - March 21, 2026

Approval of Attendance of Members at Other Meetings or Functions

Reports on Meetings Attended

Adjournment

The next scheduled meeting will be May 5, 2026 at 8:30 AM.

Prepared by:

Wendy Gorges
Recording Secretary

Curt Brauer
Committee Chairperson

Posted: 4/2/26 1:30 PM

NOTE: Persons with disabilities needing assistance to attend or participate are asked to notify the Health & Human Services Department by calling (920).459.4326 prior to the meeting so that accommodations may be arranged. A majority of the members of the County Board of Supervisors, or any of its committees, may be present at this meeting to listen, observe, and participate. If a majority of any such body is present, their presence constitutes a "Meeting" under the Open Meeting Law as interpreted in State ex rel. Badke v. Greendale Village Board, 173 Wis. 2d 553 (1993), even though the visiting body will take no action at this meeting.

SHEBOYGAN COUNTY HEALTH & HUMAN SERVICES COMMITTEE MINUTES

Health & Human Services Building
1011 North 8th Street
Sheboygan WI
Room 372

March 17, 2026

Called to Order: 8:30 AM

Adjourned: 9:31 AM

MEMBERS PRESENT: Supervisor Curt Brauer, Supervisor Bill Goehring, Supervisor Marilyn Montemayor, Supervisor Paul Gruber, Citizen Member Jeanne Kliejunas, Citizen Member Anne Sibinski

MEMBERS PRESENT: Supervisor Wendy Schobert, Supervisor Rebecca Clarke, (via Zoom): Citizen Member Larry Samet

ALSO PRESENT: Matthew Strittmater, Starrlene Grossman, Sarah Mueller, Michelle (in person) Acevedo, Tara Duwe, Jackie Moglowsky, Chris Xiong, Wendy Gorges, Emily Stewart, Dillon Shiff, Amy Luebke, Hannah Melger

ALSO PRESENT: Clarissa Roberts, Stephanie Arndt (via Zoom)

Chairperson Brauer called the meeting to order at 8:30 AM.

The Chairperson certified compliance with the open meeting law. The notice was posted at 10:00 AM on March 13, 2026.

Approval of Minutes for March 3, 2026

Supervisor Goehring moved to approve the minutes. Supervisor Montemayor seconded. Motion carried with no nay votes.

Announcements and Correspondence

Public Comment – No public comment was made.

Health & Human Services Director Report – Matthew Strittmater

The Department Head Report is a summary of key activities. No action will be taken by the Health & Human Services Committee resulting from the report unless it is a specific item on the agenda.

Health Officer & Health & Human Services Deputy Director Report - Starrlene Grossman

The Public Health Manager Report is a summary of key activities. No action will be taken by the Health & Human Services Committee resulting from the report unless it is a specific item on the agenda.

Elder Services Supervisor Dillon Shiff and Transportation Program Assistant Amy Luebke

Presentation on Sheboygan County Connect

Health & Human Services Director - Matthew Strittmater

Presentation on Health & Human Services 2025 Annual Report - DRAFT

Review and Approve Vouchers

February 23, 2026 - March 7, 2026

Supervisor Goehring moved to approve the vouchers. Supervisor Montemayor seconded. Motion approved with no nay votes.

Approval of Attendance of Members at Other Meetings or Functions

Reports on Meetings Attended

No other meetings were attended by committee members.

Adjournment

Supervisor Gruber moved to adjourn the meeting. Citizen Member Kliejunas seconded. Motion carried with no nay votes. Meeting adjourned at 9:31 AM.

The next scheduled meeting is April 7, 2026 at 8:30 AM.

Marilyn Montemayor, Committee Secretary

Wendy Gorges
Recording Secretary

REQUEST FOR CHANGE IN DEPARTMENTAL TABLE OF ORGANIZATION

Department: Health & Human Services	
Request Date: 4/7/26	Effective Date: 4/14/26

Consult with the Human Resources Director before submitting to your liaison committee.

REQUESTED CHANGES

List all the positions in your department (or a sub-unit of the department) which are either currently on the table of organization or are being proposed as new positions. For each job title, list *either* the number of full-time and part-time positions, *or* the authorized full-time equivalent, currently on the T/O and the number that will be on the T/O if this request is approved.

JOB TITLE	CURRENT			PROPOSED		
	FT	PT	FTE	FT	PT	FTE
Business Analyst	1	0	1.0	0	0	0
Office Supervisor	0	0	0	1	0	1.0
System Analyst	0	0	0	1	0	1.0
Case Manager	81	0	81.0	80	0	80.0
Psychotherapist	7	0	7.0	0	0	0
Psychotherapist (in training)	1	0	1.0	0	0	0
Psychotherapist / Psychotherapist (in training)	0	0	0	8	0	8.0
Lead Case Manager	2	0	2.0	0	0	0
Licensed Lead Case Manager	4	0	4.0	0	0	0
Lead Case Manager / Licensed Lead Case Manager	0	0	0	6	0	6.0
TOTALS	96	0	96.0	96	0	96.0

RATIONALE

Briefly summarize the reasons for the requested changes in the table of organization.

This request related to three separate changes:

1. Eliminate the current Business Analyst position, and replace it with two new roles (Office Supervisor and System Analyst) in order to meet current/future needs. Reduce Case Managers by 1 to help pay for this change.

2. Combine the current Psychotherapist and Psychotherapist (in training) Titles into a single Psychotherapist/Psychotherapist (in training) category to provide flexibility to hire based on the candidate's qualifications without needing to return to committees.

3. Combine the current Lead Case Manager and Licensed Lead Case Manager Titles into a single Lead Case Manager / Licensed Lead Case Manager category to provide flexibility to hire based on the candidate's qualifications without needing to return to committees.



SHEBOYGAN COUNTY VACANT POSITION REQUEST FORM

DATE:	3/30/2026		
DEPT HEAD NAME:	Matt Strittmater		
POSITION TITLE:	Office Supervisor		
POSITION CONTROL NUMBER:	No. Needed?	No	
PAY GRADE:	145		
REASON FOR VACANCY:	New Position		

JUSTIFICATION FOR FILLING POSITION

The Office Supervisor is responsible for supervising the Contract Specialist and administrative assistant team within Health and Human Services, including front lobby staff who serve as the primary point of contact for the public and handle incoming phone calls. The position ensures efficient administrative operations, consistent customer service, and effective support to the HHS staff and programs and Civil Rights Compliance. Request includes permission to backfill if vacancy is filled by an existing HHS employee.

Department has considered all alternate options as it relates to overall standing needs? Yes

BUDGET

Is this a position within the departments annual operation budget? Yes

If not, please state the amount over budget as well as the proposed source of funds.

COST

The annual cost associated with the position (current year wage & benefit rates)

WAGE	BENEFIT	TOTAL
\$66,393 - \$78,020	\$38,448 - \$40,132	\$104,841 - \$118,152

Note: Cost for health and dental benefits should be net cost, after subtracting revenue from employee contrib

**County
Administrator/
Department
Head :**

Date: 3-30-26

**Human
Resources:**

Date: 03.30.2026

If position changed:

**Liasion
Committee:** _____

Date: _____

HR Committee: _____

Date: _____



SHEBOYGAN COUNTY VACANT POSITION REQUEST FORM

DATE: 3/30/2026
DEPT HEAD NAME: Matt Strittmater
POSITION TITLE: System Analyst
POSITION CONTROL NUMBER: No. Needed? No
PAY GRADE: 145
REASON FOR VACANCY: New Position

JUSTIFICATION FOR FILLING POSITION

The EHR Systems Analyst supports the effective use, optimization, and ongoing operation of the SmartCare electronic health record (EHR) system across the Health & Human Services (HHS) Department. This position serves as the functional lead for system workflows, user support, training, data reporting, and operational alignment with behavioral health and HHS program requirements. Request includes permission to backfill if the vacancy is filled by an existing HHS employee.

Department has considered all alternate options as it relates to overall standing needs? Yes

BUDGET

Is this a position within the departments annual operation budget? Yes

If not, please state the amount over budget as well as the proposed source of funds.

COST

The annual cost associated with the position (current year wage & benefit rates)

WAGE	BENEFIT	TOTAL
\$66,393 - \$78,020	\$38,448 - \$40,132	\$104,841 - \$118,152

Note: Cost for health and dental benefits should be net cost, after subtracting revenue from employee contrib

**County
Administrator/
Department
Head :**

Matt Strittmater

Date: 3-30-26

**Human
Resources:**

[Signature]

Date: 03/30/2026

If position changed:

**Liasion
Committee:**

Date:

HR Committee:

Date:



Public Health
Sheboygan County
Division of Public Health

2025 ANNUAL REPORT

Sheboygan County
Health & Human Services
Division of Public Health

Table of Contents

Message from the Health Officer..... 1

About Public Health..... 2

Strategy Team..... 4

Community Engagement..... 8

Clinical Services..... 11

Environmental Health..... 14

Women, Infants, and Children (WIC)..... 17

Community Support..... 19

Challenges and Opportunities Ahead..... 22

Stay In Touch..... 23



Message from the Health Officer

It is my pleasure to present the 2025 Sheboygan County Division of Public Health annual report which reflects the progress and accomplishments of our division this past year and outlines our commitment to the future.

Public health systems across Wisconsin and the nation continue to navigate complex challenges related to sustained funding and addressing misinformation or disinformation regarding public health policy. Despite these challenges, the Sheboygan County Division of Public Health continues to promote and protect community health and wellbeing.

Major achievements in 2025 centered on the full implementation of the 2024-2028 Sheboygan County Community Health Improvement Plan. Operating under the collective impact model, our community action teams have successfully translated priorities into actionable change across our neighborhoods.

This year, we saw the full benefit of our efforts to strengthen the Families+Neighbors Together Program and the strategic partnerships established for the sustainability of the Community Health Worker program through shared service agreements. These programs are vital in connecting our community members with essential resources, including establishing primary care and coordinating preventative services.

Furthermore, public health prioritized critical collaborations for immunization clinics with local partners such as Lakeshore Community Health Care, Sheboygan Area School District, the Hmong Mutual Assistance Association and Uptown Social despite decreased resources for immunization programming.

I am proud of the amazing work that our division has accomplished in 2025. We remain committed to ensuring the health and wellbeing of all residents in Sheboygan County, and we look forward to continuing our efforts to build a strong, safe, healthy, and empowered community.

With Sincere Appreciation,



Starrlene Grossman MPH, RN-BSN
Sheboygan County Health Officer, HHS Deputy Director
Sheboygan County Division of Public Health



About Public Health

At Sheboygan County Health and Human Services Division of Public Health (SCDPH) **our mission** is to encourage healthy behaviors, prevent disease, and protect members of our community. **Our vision** is to be your partner for a strong, safe, healthy, and empowered community. We accomplish this work through **our values** of accountability, respect, community focus, collaboration, and continuous improvement.

Public Health Team

Strategy Team	Lead Health Strategist	Trauma Informed Care (TIC) and Equitable Practices Strategist	Epidemiologist	
Clinical Services Supervisor	5 Public Health Nurses	1 Communication Health Education Professional		
Community Engagement Supervisor	2 Health Education Professionals	2 Public Health Nurses	1 Administrative Support	
Women, Infant, and Children, Nutrition Supervisor	3 Registered Dietitians	2 WIC Technicians	1 Breastfeeding Peer Support	1 WIC Support Specialist
Environmental Health Supervisor	4 Registered Sanitarians	1 Administrative Support		
Families + Neighbors Together Supervisor	2 Community Social Workers	2 Community Health Workers		

Health Officer
Division Manager

Public Health Funding

SCDPH functions within the Health and Human Services budget process. Funding for public health programming comes through a variety of sources including state and federal grants, licensing and inspection fees, and local tax levy. In 2025 SCDPH, managed 24 different grants across 5 different program areas.



Local public health systems across Wisconsin continue to advocate for sustained and dedicated funding to support statutorily required public health programming including communicable disease surveillance, community health assessment and improvement planning, chronic disease, and maternal child health case management.

Highlight

Position Sharing with Lakeshore Community Health Care (LCHC): The Division of Public Health continues to seek out new and innovative funding opportunities. In 2025 the Division of Public Health worked collaboratively with Lakeshore Community Health Care to implement a shared service agreement within the Sheboygan County DPH Bilingual Community Health Worker program. This partnership allowed us to more effectively conduct community outreach and connect community members with resources at Lakeshore including establishing primary care, enrolling community members in insurance and coordinating preventative services such as immunizations or health screenings.

New Grants: As part of the DPH mission to prevent disease and protect health the Sheboygan County Division of Public Health secured an additional \$69k in grant funding to support initiatives specific to improving food access, tuberculosis testing and care coordination and process improvement within the licensing program.

Health and Human Services Committee

The Health and Human Services (HHS) Department is supported by a Health and Human Services Committee composed of nine (9) persons of recognized ability and demonstrated interest or competence in the field of public health or community health and human services. Six (6) members shall be County Board of Supervisors and three (3) members shall be consumers of services or citizens at large. A good faith effort is made to appoint a registered nurse and a physician to the Committee. County Board members are appointed by the Executive Committee and confirmed by the County Board of Supervisors. Citizen members are approved by the County Administrator and confirmed by the County Board of Supervisors. This Committee operates under Wisconsin State Statutes Chapters 46 and 251 and Sheboygan County Ordinance 10.03.

SCDPH is thankful for the leadership of the Health and Human Services Committee members.

Curt A Brauer (Chairperson)

Bill Goehring (Vice-Chairperson)

Marilyn Montemayor (Secretary)

Wendy Schobert (Supervisor)

Rebecca Clarke (Supervisor)

Paul Gruber (Supervisor)

Anne Sibinski (Citizen Member)

Jeanne Kliejunas (Citizen Member)

Larry Samet (Citizen Member)

Strategy Team

The DPH Strategy Team consists of a Lead Health Strategist, Trauma Informed Care & Equitable Practices Strategist, and an Epidemiologist. The aim of this team is to support both departmental and division specific strategic planning, workforce development, and performance management/quality improvement initiatives with specific focus on ensuring all of our programming is data driven and embeds trauma informed and health equity principles into our practice.

Performance Management/Quality Improvement

2025 was the inaugural year for SCDPH performance measure dashboard. All 42 performance measures were tracked on a quarterly basis and then reviewed by our program areas to determine areas for improvement. Our PM/QI team also worked to streamline our quality improvement process and educated DPH staff on how they can submit quality improvement project ideas. The DPH team also completed the NACCHO Culture of Quality Self-Assessment as a committee. The PM/QI committee will use the assessment results to determine strategies for improving our culture of quality over time.

Trauma Informed Care (TIC) in Practice

Trauma-Informed Care (TIC) is a system of care grounded in understanding and responding to the impacts of toxic stress and trauma. Because trauma is common among both those we serve and our staff, we use universal precautions to prevent re-traumatization and support healing and recovery. Individuals from under-resourced communities often experience compounded toxic stress due to systemic inequities and discrimination. We address these underlying factors through advocacy for equitable policies and practices and by delivering culturally responsive services that honor the diverse backgrounds, beliefs, values, needs, and strengths of individuals and communities.

Strategies to embed these principles into our work have included:

- Incorporating TIC strategies and practices in our 2024-28 DPH Strategic Plan
- Providing 28 educational opportunities to HHS consumers, staff and community partners on topics like Adverse Childhood Experiences (ACEs), toxic stress and resilience. These sessions were attended 1,387 times.
- Supporting new HHS team members with TIC and Workforce Wellness Orientation
- Providing Building Healthy Relationships to Children Who Have Experienced Trauma workshops to 48 individuals over 16 weeks.

"This class has helped me in recognizing and coping with my own personal trauma, and in learning new skills to implement in my parenting to help and support my kids/step-kids/God-kids, and to be a better parent. I'm truly grateful to be here and share this room that has been filled with grace, understanding, empathy and compassion for the last 8 weeks. It has been my safe space."

In 2025, Sheboygan County Health and Human Services is a proud recipient of the national **Mental Health America's Gold Bell Seal for Workplace Mental Health**, awarded for our commitment to employee mental health and well-being. This designation reflects the dedication of our organization to trauma informed practices within our workplace. To achieve this designation, HHS practices were scored in the areas of workplace culture (100%), benefits to support mental health (77%), caring beyond compliance (75%) and holistic wellness at work (100%).

Data-Driven Decision-Making

Data comes in many shapes and sizes. Through numbers, pictures, maps, and even words, SCDPH uses the power of information to ensure the decisions we make regarding the health of our community are grounded in evidence.

Main strategies to embed these principles into our work in 2025 included:

- Began collaborating with the Child and Family Services Division to create and implement a Performance Management System for the Innov8 Program.
- Created several seasonal dashboards through ESSENCE, a secure web-based tool that analyzes real time emergency department and urgent care data to detect possible health threats and/or disease outbreaks.
- Updated and revamped multiple data collection systems (Families and Neighbors Together and Community Health Workers) to align with one another for streamlined data collection.
- Reassessed the Quality Improvement section of our PMQI plan, allowing for a simple and straightforward template to guide QI efforts in the upcoming year.

Workforce Development

SCDPH is dedicated to ensuring all team members have the tools they need to better serve the community. In 2025, the DPH Workforce Development team coordinated nine virtual community partner “Meet and Greet” presentations from local organizations. This was the second year the Workforce Development team offered these opportunities to our DPH staff to learn more about our local community organizations and how we can be a better partner.

In October, the DPH staff gathered for a staff training day which included state partners from the Department of Health Services Office of Practice and Policy Alignment (OPPA) leading a workshop on strengthening public health narratives.



The Workforce Development team also maintains an individual training plan for all DPH staff members. These plans list all initial, annual, and continuing education that is expected to be completed throughout the year.

Strategic Plan

The 2024-2028 SCDPH strategic plan includes the following goals to ensure we are providing high-level services to Sheboygan County in a trauma informed and equitable way:

- Build cohesive team culture and ensure a competent workforce
- Build a culture that puts community at the center of all we do
- Demonstrate accountable and responsible service provision
- Develop, provide, and maintain high level public health services
- Build a culture of communication (internally and externally)



DPH staff have completed 53% of the 34 Strategies identified in 24-28 Strategic Plan

Communications Initiatives

SCDPH manages six Facebook pages associated with our programs and initiatives. This includes:

1. [Sheboygan County Division of Public Health](#)
2. [Healthy Sheboygan County](#)
3. [Sheboygan County Bilingual Community Health Workers](#)
4. [Families + Neighbors Together - FNT](#)
5. [Sheboygan County WIC](#)
6. [Sheboygan County Health and Human Services Trauma Informed Care](#)

A total of 1,595 posts were made across all Facebook pages in 2025.

401,318

Total Cumulative Reach

Reach: the number of people who saw a post at least once. Reach is different from impressions, which can include multiple views of one post by the same person.

29,760

Total Engagements

Engagement: the number of reactions, comments, shares, and clicks on a post.

SCDPH also shares a [monthly newsletter](#) with important health reminders and information on community events and resources. Over 4,000 community members receive this newsletter every month.



Community Engagement

In 2025, the Community Engagement Program continued to strengthen the bridge between SCDPH's efforts and community needs, building on the priorities outlined in the 2024-2029 Community Health Improvement Plan (CHIP). With another year of implementation, the program deepened its focus on addressing key social determinants of health, such as access to nutritious food and physical activity, stable housing, and high-quality, affordable child care—factors that directly influence overall well-being. Through collaborative partnerships, community-driven initiatives, and expanded outreach efforts, the program continued to turn planning into action, supporting a healthier and more connected Sheboygan County.

Community Outreach and Engagement

Community outreach initiatives and strategic community engagement remain essential tools for SCDPH in fulfilling our mission of improving wellbeing across our communities. In 2025, we continued to refine our approach through our comprehensive categorization of outreach efforts, allowing us to better track impact and align resources with identified health priorities.

A Strategic Approach to Community Health

This year we distributed **3,900 health promotion items** through **53 outreach events** and several partner organizations. Our established categorization system continues to help us measure our impact in key areas:

- Sexual Health & Wellness
- Family & Child Wellness
- Community Safety & Prevention
- Seasonal Health
- Access and Navigation

Healthy Sheboygan County

Public Health continues to serve as the backbone organization for Healthy Sheboygan County (HSC), including serving as co-chairs on action teams and promoting coalition initiatives. In 2025, DPH

continued to provide leadership in implementing the 2024-2028 Community Health Improvement Plan (CHIP), advancing the strategies developed through the comprehensive planning process completed in partnership with the Healthy Sheboygan County Community Health Needs Assessment Steering Committee. The ongoing implementation emphasizes the importance of sustained community engagement and partnerships in addressing identified health concerns. Learn more about Healthy Sheboygan County in our 2025 Annual Report.



Maternal and Child Health (MCH)

This year the Maternal and Child Health (MCH) Program advanced its work in reducing health disparities and strengthening community engagement through meaningful partnerships and innovative strategies. Key accomplishments included:

- Developed a partner engagement tracking tool to monitor collaboration, support follow-up with disengaged partners, and center lived experience through the Partners with Perspective initiative
- Expanded perinatal mental health support by promoting the [CDC's Hear Her Campaign](#) and sharing the Help is 3 Numbers Away resource through social media, outreach events, case management, and WIC services
- Increased access to preventive health care by promoting and referring clients to the [Wisconsin Well Woman Program](#) through collaboration between MCH and Community Health Worker teams
- Strengthened support for pregnant and parenting teens through Students-As Parents Program (SAPP), providing education on safe sleep, prenatal care, nutrition, and injury prevention, and connecting students to resources such as WIC, housing support, and community services

Healthy Aging Alliance (HAA)

In its second year, the Healthy Aging Alliance (HAA) expanded its work to enhance community awareness of healthy aging and provide education and engagement opportunities for older adults. The HAA continued to prioritize fall prevention, chronic disease education and management, and improving access to aging-related resources.

Key accomplishments included:

- Conducted 23 fall risk screenings with priority populations in partnership with ADRC of Sheboygan County across multiple community locations, including public libraries, the Hmong Mutual Assistance Association JoinUs Hmong Cafe, and Sheboygan County Health & Human Services
- Participated in the Dementia Care Network (DCN) Coalition and supported the Walk to End Alzheimer's in September, while also staffing a resource booth at the Caregiver Conference for families and caregivers
- Participated in outreach opportunities focused on priority populations, including Hmong Mutual Assistance Association and Community Café events

Overdose Fatality Review (OFR)

In 2025, the Sheboygan County Overdose Fatality Review (OFR) Team continued its commitment to preventing overdose deaths through a compassionate, data-informed, and systems-focused approach. The team includes partners from behavioral health, healthcare, EMS, law enforcement, the Medical Examiner’s Office, probation and parole, and public health.

The OFR Team released its first Annual Report (2023–2025), highlighting both progress and ongoing challenges. In 2024, Sheboygan County experienced 11 overdose deaths—a 35% decrease from 2023—demonstrating meaningful progress while reinforcing the importance of sustained prevention efforts.

Through case review, the team identified several recurring themes that inform prevention strategies:

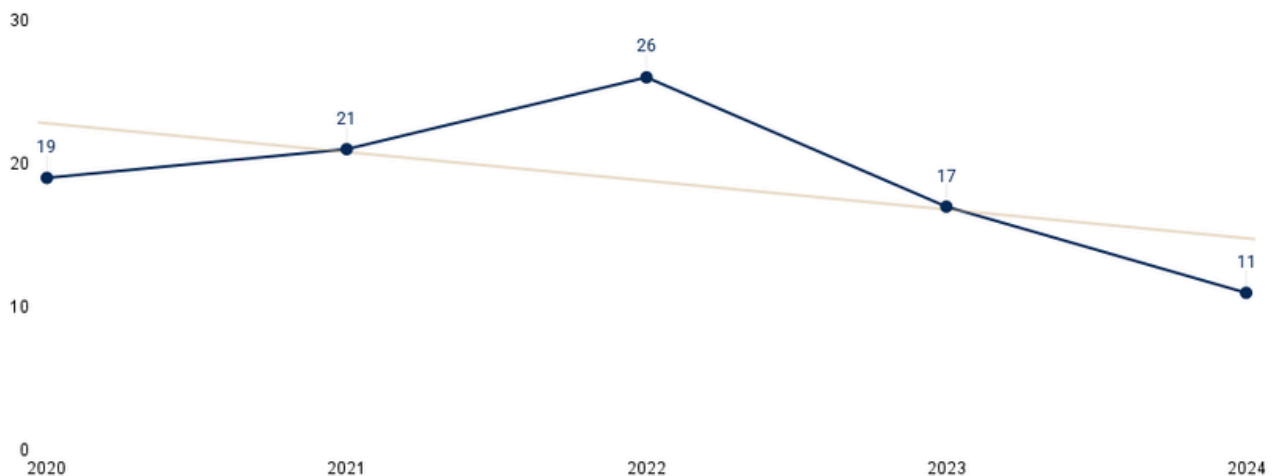
- Co-occurring mental health and substance use disorders
- Individuals using substances alone
- Housing insecurity as a risk factor
- Gaps in care during treatment transitions
- Early initiation of substance use

The OFR Team continues to translate findings into action. Key advancements include:

- Implementation of an EMS naloxone leave-behind program with the City of Sheboygan Fire Department, increasing access to naloxone and fentanyl test strips
- Encouraging emergency departments to explore and expand engagement with ED2 Recovery for post-overdose follow-up
- Collaboration with the Responsible Substance Use (RSU) Action Team to strengthen youth substance use prevention efforts

By reviewing each case and working across systems, the OFR Team helps strengthen local prevention strategies and community response efforts.

In 2024, there were 11 overdose deaths in Sheboygan County, a 35% decrease from 2023.



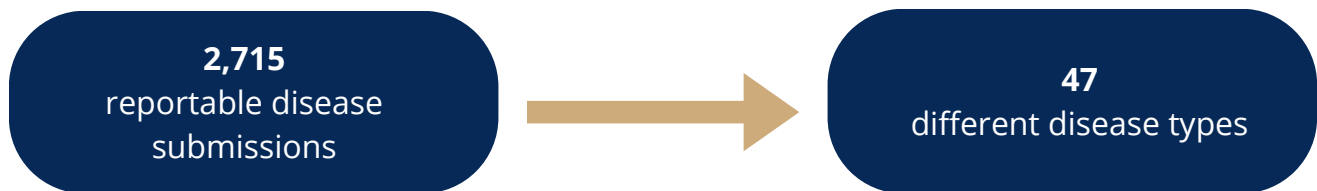
The solid line above represents the trend line of overdose deaths over the years, showing the overall direction and long-term pattern in the data, even as individual yearly numbers may rise or fall.

Clinical Services

The clinical services program is responsible for the prevention of communicable diseases, tuberculosis care coordination, emergency preparedness, and immunizations.

Communicable Disease

Communicable disease investigation is one of the most effective tools to decrease the spread of disease within a community. Outbreak investigations help us learn more about the causes of the outbreak, what germs are causing illness, the source of the infection, and what groups of people are getting ill. This knowledge can be used to control an outbreak and prevent additional illnesses.



Most reported communicable disease cases required some form of follow up including working with the healthcare provider or clients directly, depending on the disease.

The top five communicable diseases reported to SCDPH in 2025* were:

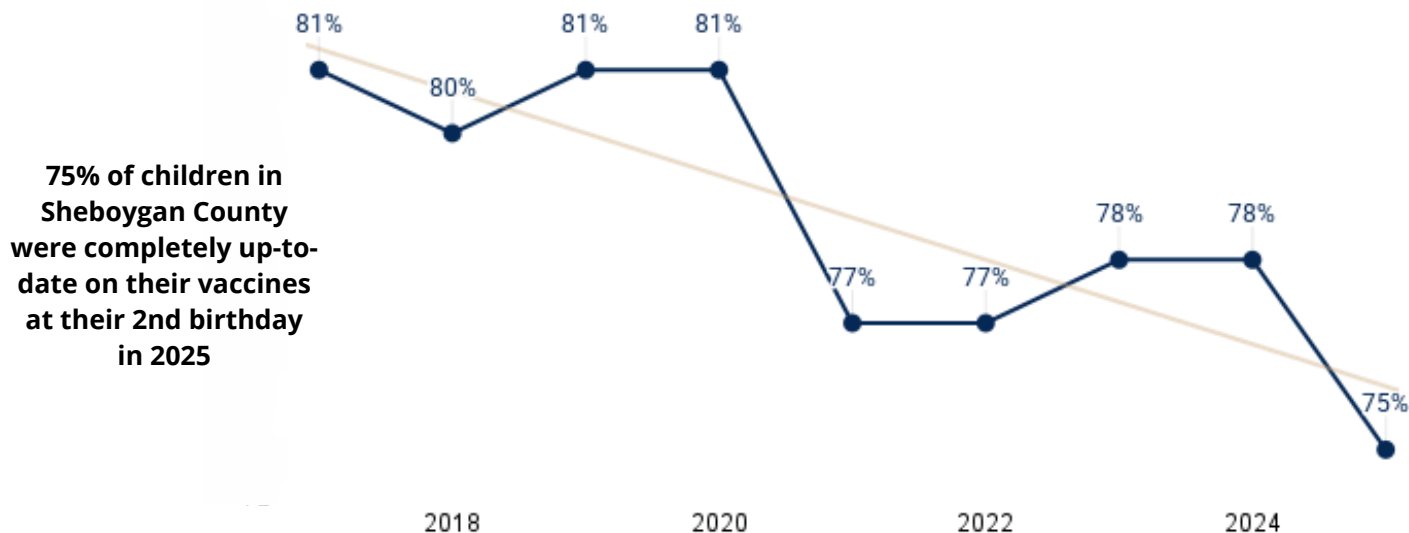
1. Chlamydia	251 cases
2. Hospitalized Influenza	205 cases
3. Hospitalized COVID-19	105 cases
4. Hospitalized RSV	76 cases
5. Tuberculosis, Latent Infection (LTBI)	74 cases

*includes confirmed, probable, and suspected cases

Did you know? Getting vaccinated against respiratory illnesses like flu and COVID-19 can keep you from getting very sick and having to go to the hospital for treatment. They can also help you feel better quicker so you miss fewer days of school and/or work.

Immunizations

Immunization services are a vital part of public health providing protection against several types of communicable diseases and preventing outbreaks. Immunizations help to decrease risk of infection and severe disease. The American Academy of Pediatrics (AAP) recommends routine vaccination against 14 diseases during the first 24 months of life. DPH works with community partners to ensure children are up to date on the recommended vaccinations through reminders and education for parents and health care providers and leading the county wide immunization coalition to support collaboration and close gaps in access.



The solid line above represents the trend line of immunizations over the years, showing the overall direction and long-term pattern in the data, even as individual yearly numbers may rise or fall.

In 2025, child immunization rates decreased within Sheboygan County by 3%. This is similar to the 2% decrease in child immunization rates seen at the state level. This decrease might be due to changes and confusion around immunization recommendations through ACIP. The changing recommendations led to confusion at the state and local levels about what immunizations are recommended or covered under insurance.

Sheboygan County DPH continues to recommend following the [AAP immunization schedule](#) to help prevent serious illness in children.

COVID-19 and Flu Vaccinations cut the risk of severe disease in half and protect against hospitalization and death. In 2025, public health collaborated with Lakeshore Community Health Care, Uptown Social, HMAA and the Community Cafe to provide four immunization clinics where 211 clients were vaccinated and 366 vaccines were given.



4 clinics held



336 vaccines given

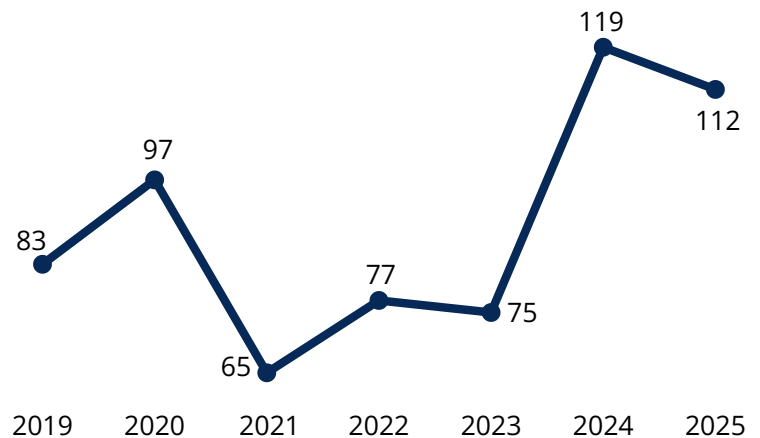


211 community members immunized

Tuberculosis (TB) Services

In 2025, Sheboygan County worked with 112 individuals who received some level of tuberculosis care coordination. TB services include care management for those with latent tuberculosis infection, those who are suspected of having TB disease (which is often ruled out) and the few individuals diagnosed with active TB disease each year. Care coordination can include sputum collection, medication management, Directly Observed Therapy (DOT) and/or Video Directly Observed Therapy (VDOT), drug susceptibility testing and contact investigations.

In 2025 SCDPH provided TB services to 112 people



Emergency Preparedness

The Public Health Emergency Preparedness program provides expertise in human services preparedness, response, and recovery through policy, planning, operations, and partnerships. It aims to mitigate the impact of disaster and decrease recovery time for vulnerable individuals, children, families, and communities.

In the fall of 2025, SCDPH responded to a community emergency resulting from a gas main rupture. A three mile radius was evacuated resulting in community members being displaced from their homes. Part of our response included opening a temporary shelter until the Red Cross arrived. We collaborated with the fire department and first responders to provide situational information, education, and access to a safe environment until community members were able to return to their homes.



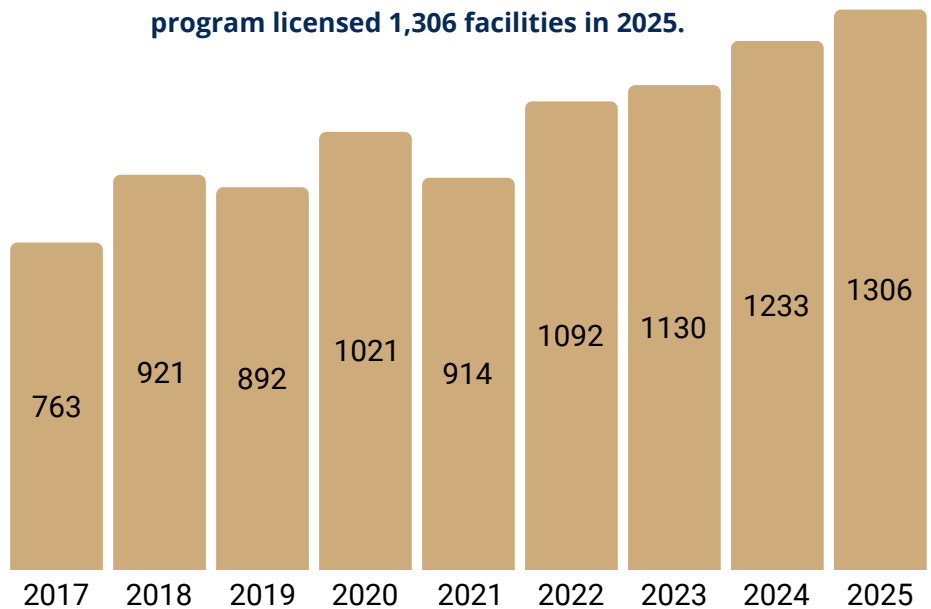
Environmental Health

The Environmental Health Program ensures that the air we breathe, the water we drink, the food we eat, and the communities we live in are safe. This is completed by licensing and inspecting public establishments, monitoring drinking water and public beaches, providing education and investigating home lead hazards, monitoring animal bite/rabies cases, and providing education on a variety of environmental health topics ranging from radon and mold to bed bugs and vector borne diseases.

Licensing and Inspecting

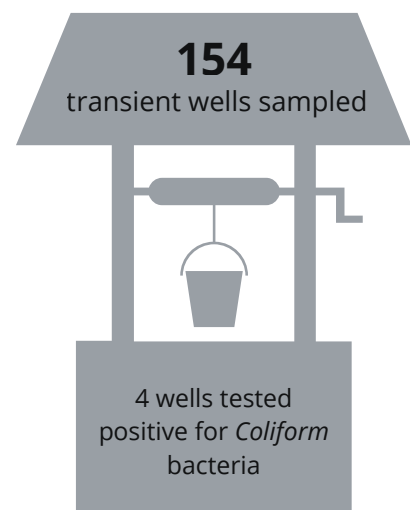
The environmental health program is responsible for licensing and inspecting food service and recreational facilities, including restaurants and grocery stores, lodging facilities, pools, campgrounds, and tattoo and body piercing facilities. Since 2017, the DATCP program has experienced a 71% increase in the number of licensed facilities served. 1,562 inspections were completed in 2025.

The SCDPH environmental health program licensed 1,306 facilities in 2025.



Transient Wells

Wisconsin has more public drinking water systems than anywhere else in the nation. Many small businesses, including hotels, restaurants, churches, and manufacturing facilities are considered a type of public drinking water system known as a transient, non community system. To ensure the water that is used for drinking, cooking, and bathing at these systems is safe, the DPH routinely samples the water for bacteria and nitrates.



Beach Monitoring

Each year thousands of people in Sheboygan County enjoy safely swimming in the waters of Lake Michigan. To ensure this continues, the DPH staff routinely monitor water at public beaches to protect public health. Swimming in polluted waters has been linked to sore throats, diarrhea, and ear, eye and skin infections.



Numbers for 2025 are lower due to the removal of one of our sampling locations.

Childhood Lead

Lead is highly toxic and affects virtually every system of the body. Lead's neurotoxic effects have the greatest impact on children's developing brains and nervous system, causing reductions in IQ and attention span, reading and learning disabilities, hyperactivity, and behavioral problems.

Childhood lead poisoning is most often caused by lead-based paint and the accompanying paint chips and contaminated dust and soil found in and around older homes (Office of Healthy Homes and Lead Hazard Control Second Edition).

In 2025, Sheboygan County primary care providers completed 1,690 lead screens for children living in Sheboygan County, and made referrals to SCDPH if an elevated lead level was found. The Environmental Health and Nursing teams, working together, educated and counseled the guardians of children with elevated blood levels.

82

Pb

Lead
207.2

700 different **educational materials** were provided to **100 families**

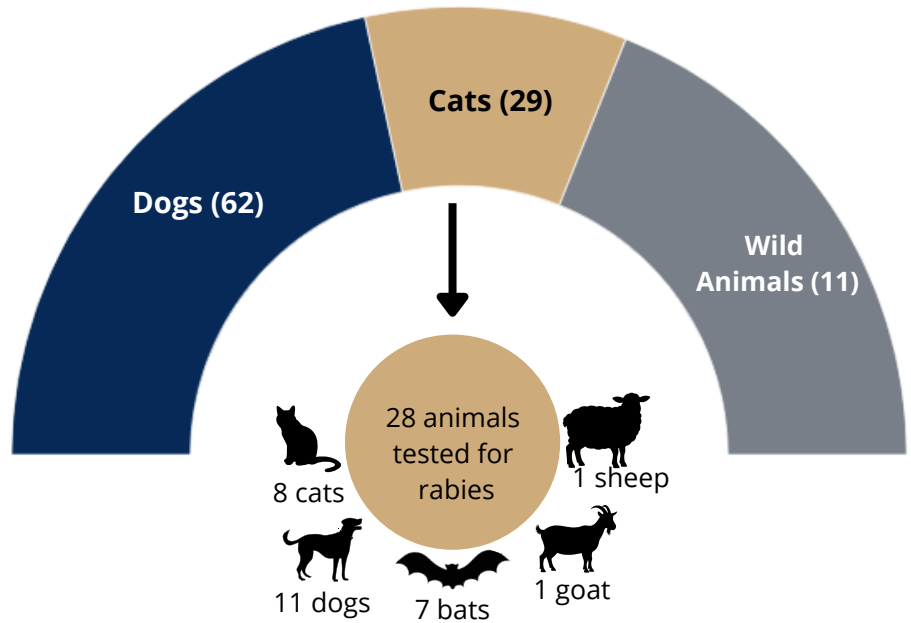
27 families received home education visits from public health nurses

6 homes had lead risk assessments completed

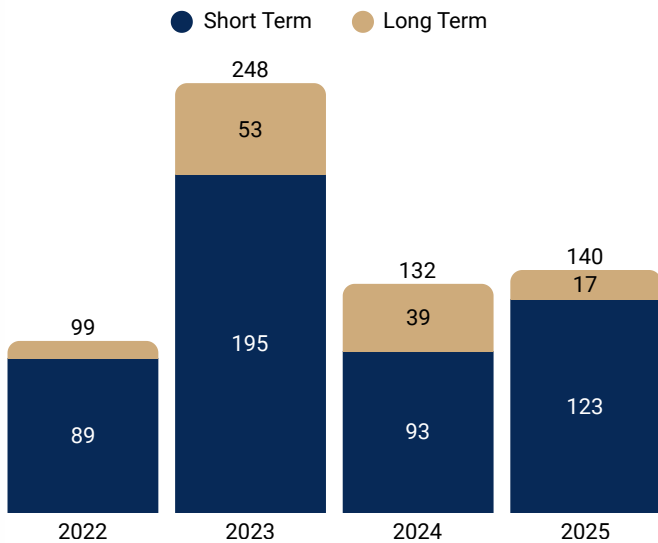
Animal Bites

Rabies is a viral disease affecting the central nervous system. The rabies virus is transmitted from infected mammals to humans (typically via a bite) and is fatal once symptoms appear. Fortunately, human rabies is now rare in the United States, but still occurs frequently in many developing nations.

2025 Animal Bites by Type



A total of 140 radon test kits were distributed by SCDPH in 2025



Radon

Radon is a naturally occurring radioactive gas that can cause lung cancer. Even if you can't see or smell radon, you can still protect yourself from it. In January, as part of our "Radon Action Month", we offered half price kits to the public. SCDPH distributed a total of 123 short term test kits and 17 long term test kits through 2025.

Tick-related Illnesses

Illnesses spread by ticks are known to occur in Wisconsin. These illnesses can be prevented if steps are taken to prevent tick bites from occurring. Sheboygan County had 167 reports of probable tick-related illnesses in 2025, 40 of which were confirmed cases of illness. Lyme Disease was the most commonly reported vector-borne illness.

816 tick removal kits with tick bite prevention education distributed in 2025

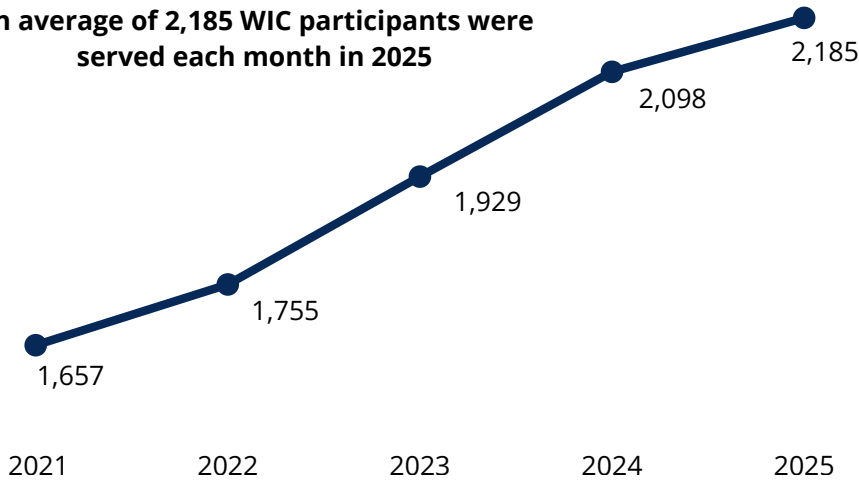


Women, Infants and Children (WIC)

WIC is a Supplemental Nutrition Program provided for Women, Infant, and Children (WIC). Our program provides healthy food, health care referrals, and nutrition education for income eligible pregnant, breastfeeding, and non-breastfeeding postpartum women, and infants and children up to the age of five who are found to be at nutritional risk. WIC partners with the University of Wisconsin - Madison, Division of Sheboygan County Extension to offer additional nutrition education opportunities and the Family Resource Center to collaborate on educational events with mutual clients.

Caseload and Program Growth

An average of 2,185 WIC participants were served each month in 2025



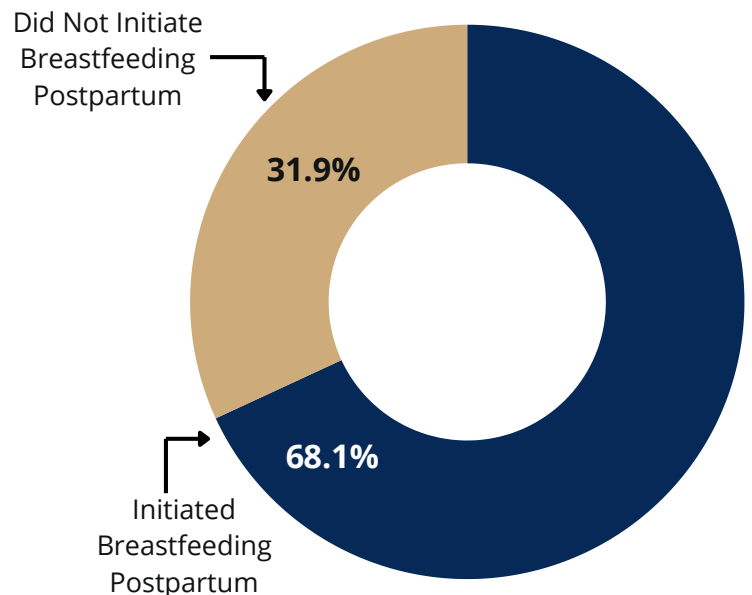
WIC participation has been increasing over the past three years. In 2025, we had an average monthly caseload of 2,185 participants, which is 400 more participants monthly than in 2022.

Breastfeeding Support

In 2025, 68.1% of women on the program initiated breastfeeding postpartum; which is an increase from 63.6% from 2021.

WIC continues its efforts to increase our overall breastfeeding initiation rate to the state goal of at least 80%, and we have multiple breastfeeding trainings planned for 2026 to help achieve this goal.

68.1% of women in WIC initiated breastfeeding in 2025



Benefits Issued



\$1,908,506.21
in WIC benefits spent at local grocery stores and pharmacies

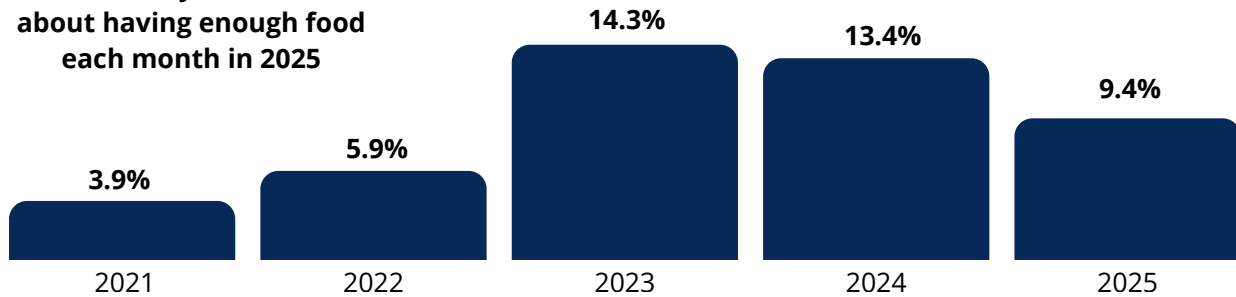


\$15,705*
in Farmers Market Nutrition Program Benefits spent at local farmers markets and farm stands

The WIC team assists families in finding WIC approved foods at our local grocery stores and farmers markets through grocery store and farmers market tours in partnership with the UW Madison Extension FoodWise Program. The WIC team also visited local grocery stores to make educational videos and handouts for WIC approved food options to help clients understand how to use WIC benefits and prepare healthy foods for their families.

While food insecurity among WIC clients has decreased since last year, it remains significantly higher than in the past. In 2025, 9.4% of participants reported worrying about having enough food each month, nearly double the number seen in 2022 and earlier. Rising food costs was one of the most frequently mentioned reasons for an increase in food insecurity. A decrease in the percentage of clients that worry about having enough food since last year is a positive sign that clients may be receiving the assistance they need.

9.4% of WIC clients reported that they worried about having enough food each month in 2025



Outreach

In 2025, Sheboygan County WIC continued to offer a hybrid model for appointments, offering both remote and in-person appointment options. The flexibility of remote appointments has helped to remove barriers to program access due to transportation and work schedule conflicts, which has shown to increase participation in our program.

The Sheboygan WIC Program has received positive feedback from MyWIC app customer satisfaction surveys in 2025. A few examples of customer comments:

“The amount of resources that was given to me during the wic appointment. It really helped me knowing that I am not alone.”

“Without WIC, we would be drowning. Thank you for all you do for our son!”

“WIC has helped us so much ... When we had to switch formulas due to our baby having a severe lactose allergy they made the process so easy to get the cans exchanged and get set up on new ones.”

*This is a decrease from previous years due to a decrease in federal funds. The value of the benefit decreased from \$40 to \$25. However, participant redemption increased from 51% in 2024 to 55% in 2025.

Community Support

The Community Support Unit is composed of the Families + Neighbors Together and Community Health Worker programs. Together, these programs work collaboratively with individuals and families who may need additional support accessing and navigating community-based resources. The unit places a strong emphasis on building and maintaining partnerships with community organizations to ensure coordinated and responsive services. Through a team-based, wraparound approach, staff work alongside individuals and families to address identified needs, reduce barriers, and strengthen connections to community supports that promote stability and improve overall well-being.

Families + Neighbors Together (FNT)

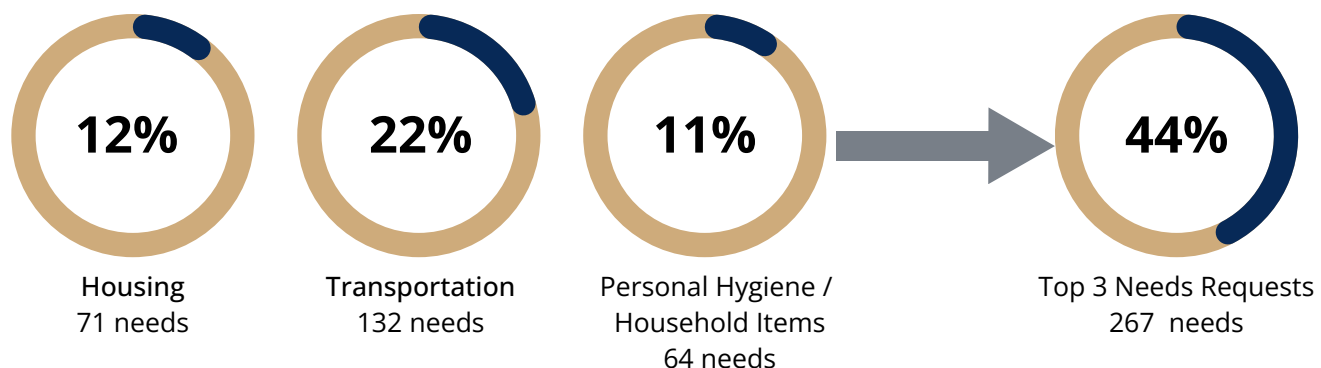
The Families + Neighbors Together Program (FNT) program assists families who live within the Grant, Jefferson, Longfellow, and Sheridan Elementary School boundaries, or have an elementary-aged child that attends one of these schools. Additionally, the FNT program is able to work with families who have a child between the ages of 0 to 4 years old or who have a child enrolled in school up to the age of 21 (with an Individualized Education Plan - IEP).

In 2025, the FNT Program served 42 families, impacting a total of 125 individuals, including 50 adults and 75 children. Support was evenly split between the south and north side offices, each serving 21 families.



Needs Met

FNT staff work alongside families to connect them to community resources, provide advocacy support, and problem-solving assistance in the areas of housing, food security, and employment. In 2025, the top three needs identified by families were in the areas of transportation, housing, and personal hygiene/household items. These three needs accounted for 267 needs; close to half of all needs in 2025.



FNT staff support families in a variety of ways, including helping with housing searches and eviction court navigation, arranging medical transportation or car maintenance, providing hygiene products for families who are doubled up, and assisting with basic supplies when moving into a new home.

Community Partnerships

Community partnerships play a critical role in strengthening program effectiveness. By collaborating with community agencies and residents within the neighborhoods served, the FNT Program helps ensure solutions are responsive and grounded in the community's identified needs. Fostering a sense of belonging is key to building strong neighborhoods. When people feel valued and included, they're more likely to engage, support one another, and work together to address local challenges.

This year, the FNT Program focused on the following:

- Collaborated to facilitate community events (Coordinating resource fairs at Sheridan Elementary and Jefferson Elementary Schools; Winter Wear event at Wesley House)
- Supported community events such as participating in family nights at Longfellow Elementary and Jefferson Elementary Schools, participating in the organization of A Night Without Shelter, and Train the Trainer for a Know Your Rights workshop
- Created localized resources such as maintaining a clothing closet located within the south side location



How to Refer

Families are invited to reach out directly to program staff at the numbers or emails below:

Kristy Pahl
North side: Grant/Jefferson
1248 Lincoln Ave, Sheboygan WI
(920) 889-7418
kristy.pahl@sheboygancounty.com

McKenzie Urbina
South side: Longfellow/Sheridan
829 Union Ave, Sheboygan WI
(920) 889-2380
mckenzie.urbina@sheboygancounty.com

If a community partner would like to refer a family, please connect directly with FNT staff alongside the family. The established relationship a family has with a community partner will assist with making a successful connection.

Bilingual Community Health Workers (CHWs)

Bilingual Community Health Workers (CHWs) serve as a critical link between the community and the health care system. CHWs help navigate complicated systems of care and address barriers such as language, cultural differences, or lack of transportation. Bilingual CHWs can help bridge these gaps and ensure that all individuals have the opportunity to achieve optimal health.

Community Health Workers bring unique and valuable perspectives to their work. Their work is grounded in lived experiences that strengthen trust and credibility within the community. The Community Support Unit currently includes bilingual CHWs fluent in Hmong and Spanish, which assists with reducing language barriers while enhancing access to resources and support.

Community Impact

CHW staff work alongside families to connect them to community resources, provide advocacy support, and problem-solving assistance in the areas of healthcare, navigating legal services, housing, food security, transportation, and employment. In 2025, CHWs served 90 households. Additionally, CHWs provided over 3,000 minutes of valuable assistance with interpretation and translation to HHS staff.



90

Households Served



481

Client Needs Addressed



2,201

Meals Served at JoinUs



52

People Vaccinated at HMAA Clinic



10

Community Events Hosted

JoinUs Hmong Cafe Collaboration

The JoinUs Hmong Cafe serves as a vibrant gathering place for community members to socialize, fostering a sense of belonging and connection. Culturally appropriate, nutritious meals are provided to all who attend the meal site hosted by Hmong Mutual Assistance Association (HMAA).

The CHW program plays an integral role in supporting JoinUs Hmong Café, assisting with outreach and education opportunities, engaging attendees, and connecting individuals with additional community resources. Some examples of presentations in 2025 included nutrition, estate planning, and an immunization clinic.

Challenges and Opportunities Ahead

Challenges

- SCDPH staffing and workforce needs have evolved significantly over the past year. More than 75% of DPH team members have been in their roles for 5 years or less, with nearly 40% of them within their first year of employment. Nursing positions, in particular, experienced a substantial shift in recent years, as over 100 years of nursing experience retired in the last two years. Supporting staff as they join our team or transition into new roles, along with effective succession planning, will be crucial to preserving historical knowledge and fostering a positive workplace culture.
- The dynamic nature of public health challenges demands continuous adaptation and flexibility in program planning and implementation. Staying responsive to emerging health concerns, shifting community priorities, and evolving social contexts requires agility and resilience in the face of change.
- Funding for Public Health Systems is often inconsistent, relying on grants or initiatives that change over time. According to America's Health Rankings, Wisconsin ranks 49th nationally for per capita public health spending. Continued advocacy for consistent, sustainable funding is essential to maintaining a strong public health system.
- External challenges to diversity, equity, and inclusion (DEI) initiatives in 2025 required the Maternal and Child Health (MCH) grant work within the Community Engagement program to reassess and adjust program objectives thoughtfully. This involved navigating a shifting landscape while remaining committed to reducing health disparities and ensuring priority populations have access to quality maternal and child health services.

Opportunities

- Sheboygan County WIC's ability to meet clients' individual needs has continued to increase in 2025 with the ability to offer both remote and in-person appointment options. Continuing to offer flexible appointment options that best meets the needs of our clients is an opportunity to continue building on in the coming year.
- Recognizing the diverse demographics within Sheboygan County, there's an opportunity to develop culturally sensitive programs and resources that resonate with different communities. This approach can foster inclusivity and ensure that health messages are effectively communicated to all residents.
- Staffing stability within core Community Engagement positions has allowed the team to deepen partnerships, refine program strategies, and build on the momentum established through the 2024-2029 Community Health Improvement Plan implementation, creating a strong foundation for sustained community impact.
- Continued partnership with LCHC - very smooth vaccine clinics this year including 2 new sites (HMAA and Community Cafe)
- The Community Support program is looking for opportunities to collaborate and support the community-based clinic via promotion and events throughout the upcoming year.

Stay In Touch

Our Mission

Strengthen the community by encouraging healthy behaviors, preventing disease, and protecting members of our community.

Our Vision

Your partner for a strong, safe, healthy, and empowered community

Our Values

Accountability, Respect,
Community Focused,
Collaboration,
Continuous
Improvement

Our Office



1011 N. 8th Street
Sheboygan, WI 53081



920-459-3207



Public.Health@SheboyganCounty.com

Follow us on Social Media



@SheboyganPublicHealth



@SheboyganDPH



@sheboyganpublichealth



@sheboyganpublichealth

**Subscribe to our
Monthly Newsletter!**



Public Health
Sheboygan County
Division of Public Health



WISCONSIN