

**Monday,  
January 12, 2026  
3:00 p.m.**

**Health and Human Services  
Board**

*Door County Government Center  
Peninsula Room 1st floor  
421 Nebraska Street, Sturgeon Bay, WI*

*Oversight Board for the Department of Health and Human Services*

**AGENDA**

**HEALTH AND HUMAN SERVICES BOARD MEETING**

1. Call Meeting to Order
2. Roll Call – Establishing Quorum
3. **Adopt** Agenda
4. **Approve** Minutes
  - a) November 10, 2025 Health and Human Services Board Meeting
5. Correspondence
6. Public Comment
7. Supervisor Response
8. **Public Health**
  - a) Public Health Division Updates
9. **Health and Human Services**
  - a) Adult Protective Services Program Overview – Taylor Jandrin, Lead APS Social Worker
  - b) Staff Updates
    - i) Request for Alternative Staffing – ADRC
  - c) 2026 DHS Grant Funding
  - d) United Way Child Care Grant
10. Introductory Period Completion
  - a) Michael Mallien, ADRC Prep Cook
11. Sustainability Matters to be Considered
12. Legislative Matters to be Considered
13. Matters to be Placed on a Future Agenda or Referred to a Committee, Official or Employee
14. Set Next Meeting Date
  - a) February 9, 2026
15. Meeting Per Diem Code
16. **Adjourn** Meeting

Participants may join this meeting will in person, by teleconference or video conference. Members of the public may join the meeting remotely or in-person in the Chambers Room, First Floor Government Center.

**When:** Jan 12, 2026 03:00 PM Central Time (US and Canada)  
**Topic:** Health & Human Services Board Meeting

**Join from PC, Mac, iPad, or Android:**  
<https://us02web.zoom.us/j/83384252875?pwd=BSCOMqomeBo0VbC8FMscjQIRhkFEbq.1>

**Webinar ID:** 833 8425 2875  
**Passcode:** 451962  
**Phone:** 1 312 626 6799

*Deviation from the order shown may occur.*

## DOOR COUNTY HEALTH AND HUMAN SERVICES BOARD MINUTES

Monday, November 10, 2025 at 3:00 pm

These minutes have not been reviewed by the oversight board and are subject to approval or revision at the regular meeting.

**1. Call Meeting to Order**

The meeting was called to order by Health and Human Services Chair, Nissa Norton, at 3:01 p.m. at the at the Door County Government Center.

**2. Roll Call – Establishing Quorum**

**Present:** Deb Doyle; Collin Jeanquart; Dr. Mark Kehrberg; Christa Krause; Mark Moeller; Nissa Norton; Ryan Shaw

**Excused:** Vinni Hancock; Philip Rockwell;

Quorum established.

**Staff Present:** Julie Behnke, Business Manager; Karlee Bertrand, CLTS Case Manager; Mickie Bouche, CLTS Case Manager; Kevin Brennan, Deputy Director; Ceara Brockman, CLTS Case Manager; Susan B. Eisenhauer, Interim Public Health Manager; Jamie Hernandez, CLTS Case Manager; Deb Kehrberg, Children’s Long-Term Support Manager, Joseph Krebsbach, Director; Shannon Lauder, Recording Secretary; Naomi Spritka, B3 Coordinator

**3. Adopt Agenda**

A request to re-order the agenda to allow the CLTS/B3 team present first was made by J. Krebsbach. A motion was made by N. Norton and seconded C. Jeanquart to make that adjustment to the agenda order and adopt the agenda. Motion carried by unanimous voice vote.

**4. Approve Minutes**

**a. October 13, 2025**

A motion was made by N. Norton and seconded by C. Jeanquart to accept the minutes from the October 13, 2025 Health and Human Services Board Meeting. Motion carried by unanimous voice vote.

**5. Correspondence**

None

**6. Public Comment**

None

**7. Supervisor Response**

None

**8. Public Health**

**a. Public Health Division Updates**

S. Eisenhauer, Interim Public Health Manager presented information regarding Women, Infant and Children (WIC) current funding status and potential impact from Federal Government Shutdown. A handout was given to board members and is .attached to these minutes.

S. Eisenhauer, Interim Public Health Manager, presented an update on the Women, Infants, and Children (WIC) program, including the current funding status and potential impacts of a federal government shutdown. A handout was distributed to board members and is attached to these minutes.

Eisenhauer also reported that a recent Public Health social media post reached approximately 40,500 views, reflecting a strong and positive online presence and growing community engagement with Public Health initiatives.

## 9. Health and Human Services

### a. **Children’s Long-Term Support, Deb Kehrberg, Manager and Team**

Deb Kehrberg and her team provided an overview of the services provided by this division. Each team member offered stories highlighting their consumer-centered approach and client successes.

### b. **Staff Updates**

J. Krebsbach gave an overview of current vacancies, new hires and recruitment efforts.

### c. **Homelessness**

Discussion centered on the growing homelessness challenges in Door County. Krebsbach shared a written statement that included examples of cases from ADRC Director Jenny Fitzgerald. Jamie Cole, Behavioral Health Manager, also shared examples from her program, highlighting how homelessness, untreated mental health conditions, substance use, and limited community resources often intersect across multiple divisions. They note that staff are seeing an increase in individuals with complex needs and few stable housing options, particularly as out-of-county shelters no longer accept Door County residents.

Joe emphasized that this is a county-wide and community issue, not solely a Human Services matter, and asked for ideas on how the county might take a more active role. Board members discussed service barriers, data limitations, and potential next steps. Suggestions included forming an ad-hoc or advisory committee, engaging local partners and exploring a county-led summit to bring stakeholders together. Consensus was that collaboration between the county, city, and community partners will be essential to address the issue effectively. Joe will reach out to local organizations to assess interest and next steps.

### d. **3rd Quarter Budget Recap**

Joe reported that final 2025 financial outcomes will not be determined until March 2026. Overall, most program areas remain on target. Behavioral Health is currently behind in revenue and expenses due to vacancies. Though there are no significant concerns at this time. Inpatient costs are below projections, which is positive. Some grant funding remains unutilized due to staffing challenges. The department will continue to prioritize mandated services and will reassess grant opportunities at later date.

### e. **2026 Rates**

Proposed outpatient clinic rates for the upcoming year were reviewed as included in the packet. Julie explained that rates are based primarily on billable rates rather than salary rates, with ongoing efforts to reduce the no-show and cancellation rate. Rates are developed to be comparable to other counties, though various factors make direct comparisons challenging. It was noted that Medicare and Medicaid reimbursement rates are fixed, and the department maintains a sliding fee scale to assist clients with financial need.

### f. **3<sup>rd</sup> Quarter Statistical Report**

J. Krebsbach reviewed the statistical report, providing context for areas that were above or below the anticipated pace for the third quarter.

### g. **Donations**

- i. ADRC – AMVETS – Specified – Coffee Donation \$2,000.00

Motion by C. Jeanquart, seconded by R. Shaw to accept the donation as listed above. Motion carried by unanimous voice vote.

**h. Introductory Period Completion**

- i. Cassandra Olson, Administrative Assistant II, Accounts Receivable Clerk
  - ii. Ashley Dessart, Economic Support Specialist
- Informational – no discussion.

**10. Sustainability Matters to be Considered**

None

**11. Legislative Matters to be Considered**

None

**12. Matters to be Placed on a Future Agenda or Referred to a Committee, Official or Employee**

Homelessness

**13. Set Next Meeting Date**

December 8, 2025 at 3:00 p.m. Government Center

If there are no actionable items for this board to review the December meeting will be cancelled. J. Krebsbach to communicate to board the week prior to the scheduled meeting.

**14. Meeting Per Diem Code**

1110

**15. Adjourn Meeting**

A motion was made by C. Jeanquart and seconded by R. Shaw to adjourn. Motion carried by unanimous voice vote. The meeting adjourned at 4:38 p.m.

Respectfully submitted,  
Shannon Lauder, Recording Secretary



## County of Door DEPARTMENT OF HEALTH AND HUMAN SERVICES

County Government Center  
421 Nebraska Street  
Sturgeon Bay, WI 54235

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**Joseph Krebsbach, Director**

(920) 746-7155

1<sup>st</sup> floor fax (920) 746-2355

2<sup>nd</sup> floor fax (920) 746-2439

dhs@co.door.wi.us

**Date: January 7, 2026**

**To:** Health and Human Services Committee

**Cc:** Ken Pabich, County Administrator; Administrative Committee

**From: Joseph Krebsbach, Health and Human Services Director**

**RE: Alternative Staffing and Re-Allocation of Benefits**

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The purpose of this memo is to request approval to convert one full-time ADRC front desk position into two part-time positions (20 hours each) and to reallocate benefit savings to expand the hours of our Dementia Care Specialist (DCS) position from a .8 FTE to a 1.0 FTE.

The ADRC front desk serves as the primary access point for Door County's aging population, caregivers, and partner agencies. Call volume, walk-in traffic, and crisis-driven inquiries fluctuate significantly throughout the day, often resulting in periods of high congestion when only one staff member is available to respond. This request would allow us to have better coverage during high traffic times by having some overlap during our heave traffic times.

At the same time, demand for dementia-related services continues to grow as the county's aging population increases and the complexity of cases intensifies. The Dementia Care Specialist role is a critical, community-facing position that directly impacts caregiver stability, client safety, and long-term care outcomes. The change would allow an additional day to be added to this position to increase services.

### **Fiscal Impact**

Overall savings would be \$9,775.00 as seen on the fiscal impact from Finance. This change would decrease benefit costs to the front desk position. This decrease in cost would be allocated to cover the additional cost associated with the increased hours for the DCS position.

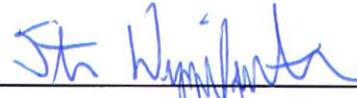
I respectfully ask you to approve the conversion of these positions.

### FISCAL IMPACT ADRC/Senior Center

	Total Hours per week	Pay Rate	Pay Grade		Total Wages	Total Benefits	Total Salary & Benefits
Admin Assistant I-Senior Resource Center	40.00	25.83	D		53,731	43,292	97,023
Dementia Care Specialist	32.00	30.03	G		49,978	20,607	70,585
2026 Budget:					103,709	63,899	167,608
Admin Assistant I-ADRC	20.00	21.25	D		22,098	1,726	23,824
Admin Assistant I-ADRC	20.00	21.25	D		22,098	1,726	23,824
Dementia Care Specialist	40.00	30.79	G		64,034	46,151	110,185
					108,230	49,603	157,833
<b>FISCAL IMPACT:</b>				Increase/(Decrease)	4,521	(14,296)	(9,775)

**Disclaimer:**

This Fiscal Impact is an example illustration of what the costs would be for these position/position changes. It is based on estimates and assumptions provided by the Human Resources Department and/or the department in which this position works. Because these estimates and assumptions may change, or may be different than the actual circumstances at the time that this position is filled or this position change takes place, there may be a difference between the costs projected in this Fiscal Impact and the actual costs.

  
\_\_\_\_\_  
Finance Director

  
\_\_\_\_\_  
Date



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**Joseph Krebsbach, Director**

(920) 746-7155

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dhs@co.door.wi.us

**Date: January 7, 2026**

**To:** Steven Wipperfurth, Finance Director; Ken Pabich, County Administration; Health and Human Services Oversight Committee

**Cc:** Finance Committee

**From: Joseph Krebsbach, Health and Human Services Director**

**RE:** State Department of Health Services Grant Allocations

This memo is to inform you of the current status of funding from the State Department of Health Services (DHS).

At this time, DHS staff believe that the 2026 funding for some Mental Health and Alcohol and Drug Treatment Service grants will be available. However, these are pass-through funds that come from the Federal Government. DHS has not yet received confirmation of these funds coming through. This affects five (5) ongoing grants where there is a possibility, we will not get funding, or we will have reduced funding. These grants include:

Diversion from Youth Justice	\$222,691
Mental Health Block Grant	\$11,555
AODA Treatment Services	\$26,345
AODA Women's Treatment	\$8,319
Substance Abuse Block Grant	\$11,555

We have historically used these grants to fund direct service to consumers and prevention efforts. The largest grant, Diversion from Youth Justice, is available to support two (2) Defined Term-Employees (DTE) positions. At this time, and through all of 2025, we have only had one (1) of these positions filled. We would not go forward with trying to fill the second position until we get confirmation of the full funding.

At this point, I am requesting permission to continue services until we receive confirmation from the state regarding fund availability. In the event the funding is not available, you will be informed and a request will come for additional funding to support those services through 2026.

Although our books are not closed for 2025, I am confident that we will be under budget and returning some money to the general fund which could be used to cover these costs if necessary.

I am happy to answer any questions.



## DOOR COUNTY DEPARTMENT OF HEALTH AND HUMAN SERVICES

421 Nebraska Street  
Sturgeon Bay WI 54235

Main Line: 920-746-7155

Joseph Krebsbach, Director

1<sup>st</sup> Floor Fax: 920-746-2355

2<sup>nd</sup> Floor Fax: 920-746-2439

[dhs@co.door.wi.us](mailto:dhs@co.door.wi.us)

January 5, 2025

Door County Human Resources  
421 Nebraska St.  
Sturgeon Bay WI 54235

Re: Completion of Introductory Period  
Name: Michael Mallien  
Start Date: June 29, 2025

Michael Mallien has done a very good job learning his new role as the Prep Cook. Since day one of employment, Mike has been creative and motivated while learning his new role. He has attended all required trainings and meetings, and took it upon himself to become Serv Safe certified before even applying for the Prep Cook position at the ADRC. Mike has also been a fantastic resource to other employees here at the Aging and Disability Resource Center due to his prior years of experience at his prior jobs. Mike has a terrific attitude, great culinary skillset and is a very good team player. He has developed strong collaborative working relationships with his other colleagues and our volunteers. He completed his introductory period successfully as of December 29, 2025 and will move to a regular status of employment upon your approval.

Sincerely,

Nicki Scharrig  
Assistant ADRC Director

DOOR COUNTY DEPARTMENT OF HEALTH AND HUMAN SERVICES – **STAFFING**

Organization Chart 01/05/2026

Door County Board of Supervisors

Health and Human Services Board

Joe Krebsbach - Director

Kevin Brennan – Deputy Director

**ADMINISTRATION**

**Business Manager**  
Julie Behnke

**Client Account Specialist – Accounts Receivable**  
-Chris Wroblewski

**Financial Admin Assistant II - Accounts Payable**  
-Casey Frangipane

**Financial Admin Assistant II - Accounts Receivable**  
-Cassandra Olson

**System Analyst Specialist**  
-Susan Fernandez

**Admin Assistant II - Receptionist**  
-Kathleen Doering

**Admin Assistant II - Support**  
- Carla Ritter

**Admin Assistant II – Records Management**  
-Kathy Zak

**Total Quality Management Specialist**  
Shannon Lauder

**BEHAVIORAL HEALTH**

Behavioral Health Manager – Jamie Lewis  
Medical Director/Psychiatrist – Dr. Ann Miller

**CCS Regional Coordinator**  
Dallas Glodoski

**Community Services Coordinator**  
Sarah Purzycki

**Behavioral Health Clinical Supervisor**  
Kristin Deprey

**Service Facilitators**  
-Elizabeth Bertrand  
-Anna Calhoun  
-Kathy Schultz  
-Sara Moegenburg  
-Holly Ahlin

**Community Support Program Workers**  
-Ashley Bongle  
-Brianna Armstrong  
-Megan Sinclair

**Registered Nurse**  
-Scott Davis

**Diversion Case Manager**  
-Elizabeth Junion

**Court Services AODA Therapist-DTE**  
-VACANT

**Case Manager -DTE**  
-VACANT

**Behavioral Health Therapist – DTE**  
-VACANT

**Contracted workers**  
Dr. Lydia Haker – Ph.D  
Peg Kubiak-OWI  
Rene Domask - Therapist

**Case Manager – Crisis & Outreach**  
-VACANT

**After Hours Crisis Case Manager**  
-James Baker  
-Carrie Doell

**Behavioral Health Therapists**  
-Dani Nyman  
-Lisa Barnaby  
-Melissa Hetchler  
-

**Behavioral Health Case Manager**  
- Scott Dadam

DOOR COUNTY DEPARTMENT OF HEALTH AND HUMAN SERVICES – STAFFING (continued)  
 Organization Chart 01/05/2026

Door County Board of Supervisors

Health and Human Services Board

Joe Krebsbach - Director

Kevin Brennan – Deputy Director

ADRC Advisory Board & SSAC & NAC Board

**AGING & DISABILITY RESOURCE CENTER**

**CHILDREN AND FAMILY SERVICES**

**ADRC/Aging Program Director**  
Jennifer Fitzgerald

**Administrative Assistant III**  
-Robin Mark

**Disability Benefit Specialist**  
-Mary Ann Salmon (1/9/23)

**Elderly Benefit Specialist**  
-Jessica Flores

**Information & Assistance Workers**  
-Melissa Pollina  
-VACANT  
-Heather Wilke

**Dementia Care Specialist**  
-Sierra Witczak

**Adult Protective Services Lead**  
- Taylor Jandrin - *new 9/2025*

**Adult Protective Services**  
- Kim Kramer  
- Amber Wheat

**Office Assistant**  
-Barb Snow

**Assistant ADRC/Aging Program Director**  
Nicole Scharrig

**Volunteer/Activities Coordinator**  
-Dawn Thiry-Herlache

**Office Assistant**  
-Wendy Schubert

**Nutrition Site Manager**  
-Candy Haslam .40

**Nutrition Site Manager / Cook – Washington Island**  
-Nelvie Cauldwell .50

**Cook**  
-Autumn Cihlar 1.0  
-Kathy Ash 1.0  
-Michael Mallien 1.0  
-Bong Yun Hong LTE

**Children & Family Support Services**

**Children’s Services Manager**  
Debra Kehrberg

**Birth to Three Coordinator / Educator**  
-Naomi Spritka

**Case Managers**  
-Ceara Brockman  
-Karlee Bertrand  
-Michelle Bouche  
-Jamie Hernandez

**Child Protection & Juvenile Justice**

**Children & Families Manager**  
Samuel Kramer

**Child Protection & Juvenile Justice Social Workers**  
-Amy Lehman  
-Brett Hayner  
-Alyssa Reske  
-VACANT  
-Kelly Lewens  
-Emily Schwark  
-Alexus Burich  
-Zoe Willda

**Foster Care Coordinator**  
-Haley Rohr

**Children & Family Aide**  
-Angela Tenor

**3 After Hours On-Call – LTE**  
**2 Drivers - LTE**

**ECONOMIC SUPPORT**

**Economic Support Manager**  
Carol Wautlet

**Economic Support Specialists**  
-Jessica Ingersoll  
-Eric Olson  
-Mikala Herlache  
-Emily Luedtke  
-Breanna Smith  
-Ashley Dessart

**PUBLIC HEALTH**

**Health Officer/Manager**  
Katie Van Laanen, Interim Public Health Officer  
Susan B. Eisenhauer, Manager, LTE

**Public Health Nurses**  
-Katie Van Laanen  
-Stormy Gale  
-Holly Neri

**Community Health Educator**  
-Teri Van Lieshout

**Environmental Health Specialist**  
-Allison McDonald

**Public Health Strategist**  
-Shauna Blackledge

**WIC Director/Nutritionist**  
-Teresa Mertens

**Administrative Assistant-WIC**  
-Pam Robillard  
**Administrative Assistant**  
-April Grosbeier