



# CITY OF MANITOWOC

WISCONSIN, USA  
[www.manitowoc.org](http://www.manitowoc.org)



TO: Personnel Committee  
FROM: Jessie Lillibridge, Human Resources Director  
RE: Human Resources Office Update  
DATE: November 4, 2019

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The Human Resources Office has worked on the following projects and initiatives since our last meeting:

### Recruiting

- Hired: Director of Community Development
- Hired: Library Page
- Hired: Transit Driver (2)
- Hired: RWAM Guard
- Advertising: Firefighter/Paramedic (continuous)
- Advertising: Seasonals
- Advertising: Transit Driver (continuous)
- Advertising: Library IT Technician
- Interviewing: Recreation Team Leader
- Accepted Offer: Parks and Recreation Division Manager
- Will be advertising for Parks Planner, as our current Parks Planner has accepted the position of Parks and Recreation Division Manager

### Employee Relations

- Continuing to respond to employee concerns/questions.
- Investigation and discipline for employees continues as requested by Department Heads and Supervisors.
- The firefighter collective bargaining agreement expired at the end of 2018. Negotiations are ongoing. We have retained Attorney Mark Olson to assist with our legal counsel during the process. He has filed a declaratory ruling on the permissive subjects that we feel are contained in the contract.
- Making progress in bargaining with the Transit union for the upcoming contract. Hoping to have a tentative agreement in the next few weeks.
- Worked with PD and City Attorney to develop an MOU to the contract, which allows light duty for pregnant police officers.
- Received a notice from the state that a former firefighter had filed an application for duty disability. Working with our outside legal counsel to respond.
- Received a discrimination complaint from a current police officer. Working with outside legal to respond.

### **Organizational Development & Training**

- Working with departments on succession planning with employees as necessary. Several employees in key positions have announced plans for retirement in the upcoming year. Working on plans for each of these with Department Heads and Supervisors.
- The Tuition Reimbursement program continues to be used by employees. Supervisors have been encouraging employees interested in furthering their education to consider the program.
- Spot Award and STAR Award programs continue to be successful.
- The years of service and retiree recognition program has received positive feedback.
- Meeting quarterly with each department head to identify training needs, performance issues, succession planning, and feedback for HR.
- Annual evaluations are in process and due to HR on November 15. These evaluations are for the modified 9-month year. We are implementing the new system slowly and for this year, we are requiring supervisors to go through the vetting process for any evaluations that are below expectations/inconsistent or above expectations/exceptional.
- We have scheduled three dates in 2020 for CVMIC to bring the Leadership Certification Program onsite.

### **Compensation, Benefits & Wellness**

- Manty Health & Wellness Center operations continue to go well. Positive feedback from employees. We plan to add some physical therapy services to the clinic services effective December 1, 2019. Attached is the monthly report.
- Onsite nurse visits occur twice a month.
- Wellness Committee – monthly health topics and lunch and learn programs. Our 2019 events are under way, including Lunchtime Yoga, step challenges, incentives for using the City Hall fitness facility, and incorporating Go365 into the initiatives.
- Rolled out a benefits information app (Elly) for employees and their families. Working to hold an initiative to increase employee participation.
- Working to develop a new performance management and pay structure model.
- Employees received biometrics screening results. Working with Aurora to get the aggregate results, which will be used to develop wellness initiatives for 2020.
- The new Go365 plan year began on October 1.
- Working with Robin and Delta on prepping for open enrollment and getting new plan rolled out.
- Working to get Kronos set up for open enrollment.
- Finalizing documents, presentation, and plans for open enrollment, which runs from November 4-15, 2019.
- Annual market increase from compensation analyst is as follows:
  - Exempt: 2.35%
  - Non-exempt: 2.16%
  - The compensation structure will be updated with this information in preparation for the April 2020 increases.

### **Safety & Risk Management**

- Safety committee meeting and discussion, continuing monthly topics.
- Continuing the lost time injury program, employees continue to report safety concerns.
- Emergency response plans for all City buildings in progress. The plans are being updated with each specific building's information and will be distributed when completed.
- Working to develop a City vehicle usage policy.

- A focus for 2019 will be working toward reducing lifting injuries. We are working with Aurora to develop some programs that will help us achieve this goal (pre-shift stretching program). We rolled out this program out in July and we've gotten good feedback. We plan to implement this in the administrative areas of the City as we move forward.
- Mandatory Anti-Harassment Training was held October 29-30.
- Working on informing employees of multiple ways to access our MSDS Online binder.
- Ergonomic assessments have been scheduled for November. CVMIC will perform the assessments.
- Working with Aurora to schedule annual audiograms at the PD.

#### **Administration**

- Working with departments on job description updates. This is an ongoing project. Supervisors and Managers will be reviewing all job descriptions with employees as a part of the annual evaluation process.
- Working with Kronos on the HRIS implementation. Employees have had the chance to log in. We have the system ready to go for open enrollment.

#### **Separations**

- CSW Intern
- Administrative Support Specialist – Recreation/Senior Center
- Completed exit interviews with voluntary separations/retirements

*Attachment*

# Aurora BayCare Manty Health and Wellness Clinic Summary

City of Manitowoc  
YTD September, 2019



*Aurora BayCare Medical Center*



Aurora Health Care®



BAYCARE CLINIC

# City of Manitowoc - Overall Summary

<i>City of Manitowoc Services</i>	<i>Jan</i>	<i>Feb</i>	<i>Mar</i>	<i>Apr</i>	<i>May</i>	<i>Jun</i>	<i>Jul</i>	<i>Aug</i>	<i>Sep</i>	<i>Oct</i>	<i>Nov</i>	<i>Dec</i>	<i>September YTD 2019</i>
Monthly Eligible Member Clinic Fee	\$ 4,004.00	\$ 3,885.00	\$ 3,941.00	\$ 3,934.00	\$ 3,941.00	\$ 3,927.00	\$ 4,025.00	\$ 4,032.00	\$ 3,990.00				\$ 35,679.00
Pharmacy	\$ 431.59	\$ 220.89	\$ 311.83	\$ 512.90	\$ 100.56	\$ 254.41	\$ 106.04	\$ 61.84	\$ 94.13				\$ 2,094.19
Clinic Vaccine	\$ 116.00	\$ 19.00	\$ -	\$ 64.00	\$ 196.00	\$ 516.00	\$ 396.00	\$ 242.00	\$ 792.00				\$ 2,341.00
Labs	\$ 205.70	\$ 95.27	\$ 408.54	\$ 324.82	\$ 392.32	\$ 180.36	\$ 323.07	\$ 193.59	\$ 185.53				\$ 2,309.20
Health Coaching Deposit	\$ -				\$ (450.00)								\$ (450.00)
Health Coaching	\$ -				\$ 450.00								\$ 450.00
													\$ -
<b>Aurora Employer Clinic Charges Invoiced</b>	<b>\$ 4,757.29</b>	<b>\$ 4,220.16</b>	<b>\$ 4,661.37</b>	<b>\$ 4,835.72</b>	<b>\$ 4,629.88</b>	<b>\$ 4,877.77</b>	<b>\$ 4,850.11</b>	<b>\$ 4,529.43</b>	<b>\$ 5,061.66</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 42,423.39</b>

<i>Charges Avoided</i>	<i>Jan</i>	<i>Feb</i>	<i>Mar</i>	<i>Apr</i>	<i>May</i>	<i>Jun</i>	<i>Jul</i>	<i>Aug</i>	<i>Sep</i>	<i>Oct</i>	<i>Nov</i>	<i>Dec</i>	<i>September YTD 2019</i>
Customary Charges	\$ 7,974.81	\$ 2,594.36	\$ 10,137.89	\$ 8,106.94	\$ 9,097.74	\$ 8,364.76	\$ 8,133.10	\$ 6,997.84	\$ 6,516.56	\$ -	\$ -	\$ -	\$ 67,924.00
Additional Charges	\$ 137.52	\$ 115.97	\$ 173.95	\$ 16.63	\$ 168.93	\$ 169.64	\$ 143.06	\$ 103.78	\$ 61.84	\$ -	\$ -	\$ -	\$ 1,091.32
<b>Total Charges Avoided</b>	<b>\$ 8,112.33</b>	<b>\$ 2,710.33</b>	<b>\$ 10,311.84</b>	<b>\$ 8,123.57</b>	<b>\$ 9,266.67</b>	<b>\$ 8,534.40</b>	<b>\$ 8,276.16</b>	<b>\$ 7,101.62</b>	<b>\$ 6,578.40</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 69,015.32</b>

<b>Total Savings</b>	<b>\$ 3,355.04</b>	<b>\$ (1,509.83)</b>	<b>\$ 5,650.47</b>	<b>\$ 3,287.85</b>	<b>\$ 4,636.79</b>	<b>\$ 3,656.63</b>	<b>\$ 3,426.05</b>	<b>\$ 2,572.19</b>	<b>\$ 1,516.74</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 26,591.93</b>
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<i>City of Manitowoc Visits</i>	<i>Jan</i>	<i>Feb</i>	<i>Mar</i>	<i>Apr</i>	<i>May</i>	<i>Jun</i>	<i>Jul</i>	<i>Aug</i>	<i>Sep</i>	<i>Oct</i>	<i>Nov</i>	<i>Dec</i>	<i>September YTD 2019</i>
Provider Visit	38	12	53	40	41	38	39	34	38				333
Nurse Visit	2	3	2	-	2	3	3	5	6				26
Lab Visit	35	12	44	34	40	20	39	22	29				275
Vaccine	4	1	-	3	2	5	3	4	6				28
<b>Total Patient Visits</b>	<b>79</b>	<b>28</b>	<b>99</b>	<b>77</b>	<b>85</b>	<b>66</b>	<b>84</b>	<b>65</b>	<b>79</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>662</b>

<i>Total Provider Visit Types</i>	<i>Jan</i>	<i>Feb</i>	<i>Mar</i>	<i>Apr</i>	<i>May</i>	<i>Jun</i>	<i>Jul</i>	<i>Aug</i>	<i>Sep</i>	<i>Oct</i>	<i>Nov</i>	<i>Dec</i>	<i>September YTD 2019</i>
OFFICE/OUTPT VISIT,NEW,LEVEL II	1		1		-		1						3
OFFICE/OUTPT VISIT,NEW,LEVEL III	9	2	8	6	4	13	2	3	1				48
OFFICE/OUTPT VISIT,NEW,LEVEL IV				1	1								2
OFFICE/OUTPT VISIT EST LEVEL II			3	1	-	2	1	3	3				13
OFFICE/OUTPT VISIT EST LEVEL III	24	9	36	28	26	20	29	22	20				214
OFFICE/OUTPT VISIT EST LEVEL IV	4	1	5	3	8		3	2	1				27
PREV NEW AGE 05-11						1		2					3
PREV NEW AGE 40-64									1				1
PREV EST AGE 05-11						1							1
PREV EST AGE 12-17				1			2	2	1				6
PREV EST AGE 18-39									1				1
PREV EST AGE 40-64					2	1	1		1				5
<b>Grand Total</b>	<b>38</b>	<b>12</b>	<b>53</b>	<b>40</b>	<b>41</b>	<b>38</b>	<b>39</b>	<b>34</b>	<b>29</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>324</b>

<i>Total Nurse Visit Types</i>	<i>Jan</i>	<i>Feb</i>	<i>Mar</i>	<i>Apr</i>	<i>May</i>	<i>Jun</i>	<i>Jul</i>	<i>Aug</i>	<i>Sep</i>	<i>Oct</i>	<i>Nov</i>	<i>Dec</i>	<i>September YTD 2019</i>
OFFICE/OUTPT VISIT EST LEVEL I	2	3	2	-	2	3	3	5	1				21
<b>Grand Total</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>-</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>5</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>21</b>

**City of Manitowoc - Invoice Summary**  
**Patient Services/Vaccine/Clinic Labs**  
**Service Month: September 2019**

Patient Services					
Company		Description	Monthly Rate	Quantity/Participants	Total Monthly Fee
CITY		Monthly eligible member clinic fee	\$ 7.00	570	\$ 3,990.00
CITY		Pharmacy	\$ 94.13	1	\$ 94.13
CITY		Health Coaching	\$ -	0	\$ -
CITY		Health Coaching (Credit)	\$ -	0	\$ -

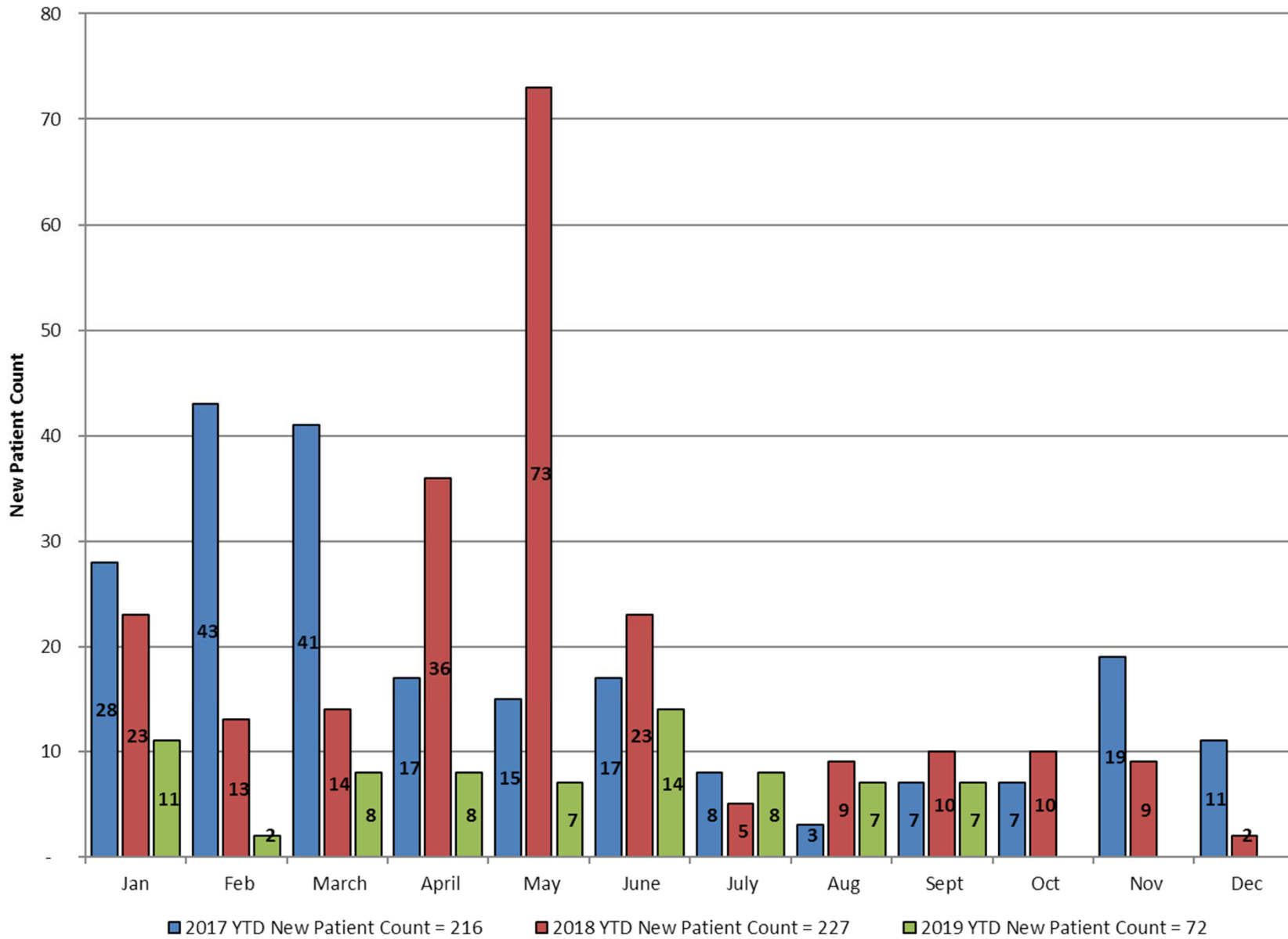
Vaccine					
Company	CPT code	Description	Contract Rate	Total Quantity	Total Cost
CITY	90471	IMMUNIZATION ADMIN SINGLE OR FIRST	No Charge	6	\$ -
CITY	90750	ZOSTER RECOMBINANT ADJUVANTED VACC 50 MCG IM (AKA SH	\$ 132.00	6	\$ 792.00
<b>Total Clinic Vaccine</b>					<b>\$ 792.00</b>

Clinic Labs					
Company	CPT Code	Test Name	Contract Rate	Sum of Quantity	Total Lab Fee
CITY	80053	CPNL COMP METABOLIC PNL	\$ 4.50	5	\$ 22.50
CITY	80061	LIPPNL LIPID PANEL W/REFLEX + REFLEX TEST SENT TO MAIN	\$ 5.58	1	\$ 5.58
CITY	81003	UACS UA,C/S IF IND.	\$ 3.81	1	\$ 3.81
CITY	81015	UACSM URINE MICROSCOPIC Order With UACS Code Only	\$ 3.09	1	\$ 3.09
CITY	82043	MAR MICROALBUMIN,RANDOM	\$ 4.59	1	\$ 4.59
CITY	82150	AMY AMYLASE	\$ 11.18	1	\$ 11.18
CITY	82533	CORSAL CORTISOL SALIVA	Not on Contract	2	\$ -
CITY	82728	FERR FERRITIN	\$ 4.83	1	\$ 4.83
CITY	83036	GLYH HEMOGLOBIN A1C	\$ 4.95	1	\$ 4.95
CITY	83516	TTABSP TTG IGG/IGA	Not on Contract	1	\$ -
CITY	83540	IRONP IRON and TIBC	\$ 8.48	1	\$ 8.48
CITY	83550	IRONP IRON and TIBC	\$ 8.48	1	\$ 8.48
CITY	83690	LIPA LIPASE	\$ 4.83	1	\$ 4.83
CITY	84439	FT4 FREE T4	\$ 4.83	1	\$ 4.83
CITY	84443	TSH TSH	\$ 4.83	1	\$ 4.83
CITY	84443	TSHR TSH WITH REFLEX	\$ 7.75	1	\$ 7.75
CITY	84480	TT3 TOTAL T3	Not on Contract	1	\$ -
CITY	85004	DIFA DIFFERENTIAL	Not on Contract	2	\$ -
CITY	85027	CBCNO HEME PROFILE	\$ 4.92	3	\$ 14.76
CITY	85652	RESR RBC SED RATE	\$ 8.68	1	\$ 8.68
CITY	86038	ANABL ANA W REF AB AND IFA	\$ 22.38	1	\$ 22.38
CITY	86140	CRP C-REACTIVE PROTEIN	\$ 4.83	1	\$ 4.83
CITY	86431	RAL RHEUMATOID FACTOR	\$ 11.07	1	\$ 11.07
CITY	86618	LYMT LYME IGG/M AB SCREEN	\$ 7.75	1	\$ 7.75
CITY	87081	STTH CULTURE STREP GRP A	\$ 16.33	1	\$ 16.33
					\$ -
<b>Total Lab</b>					<b>\$ 185.53</b>

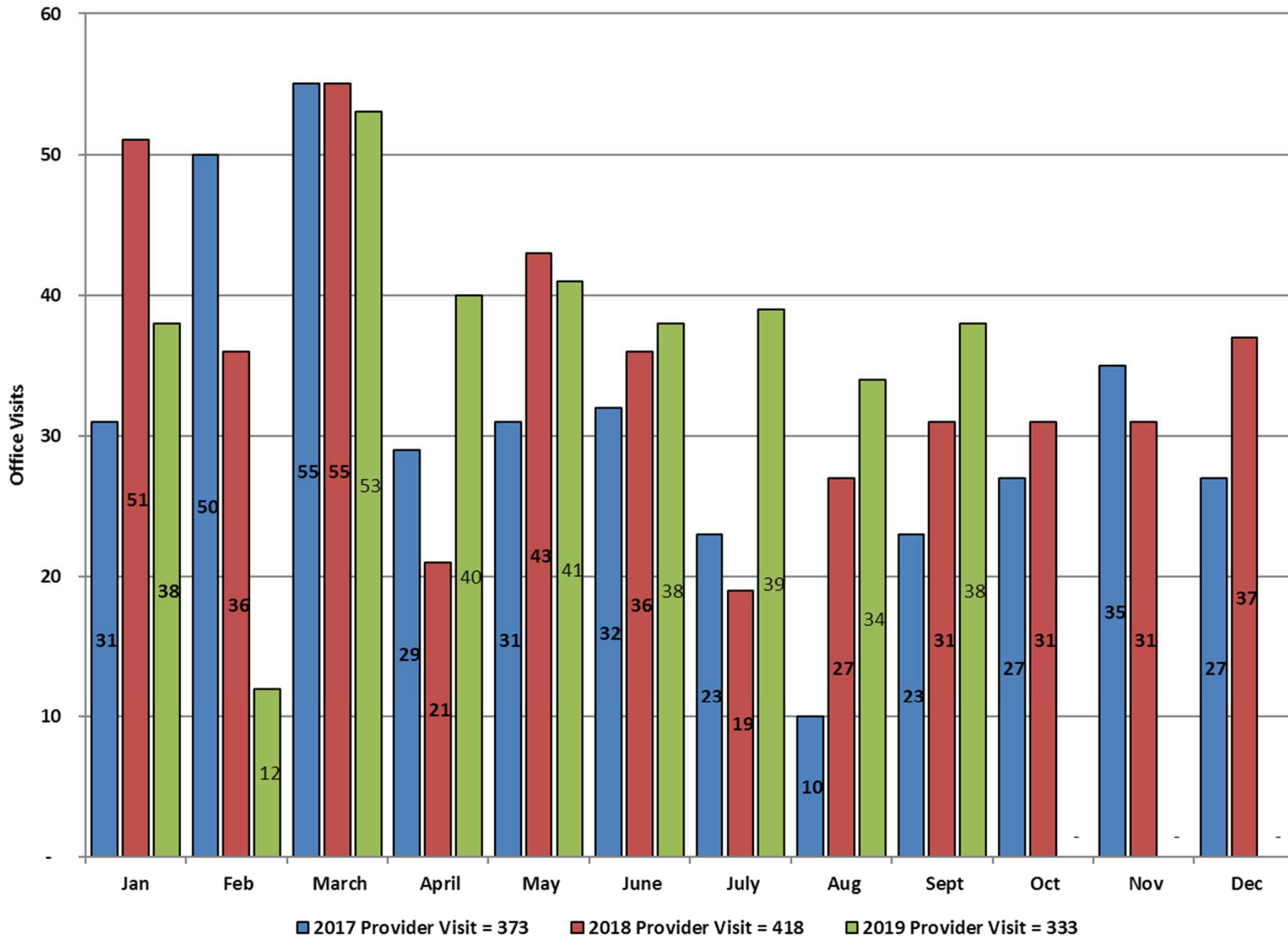
**TOTAL INVOICED \$ 5,061.66**

Health Coaching Credit					
Company	CPT code	Description	Contract Rate	Total Quantity	Total Cost
CITY		Health Coaching Credit	\$ 1,000.00	1	\$ 1,000.00
CITY		Health Coaching December	\$ 35.00	-0.5	\$ (17.50)
CITY		Health Coaching January	\$ 35.00	0	\$ -
CITY		Health Coaching February	\$ 35.00	0	\$ -
CITY		Health Coaching March	\$ 35.00	0	\$ -
CITY		Relax and Recharge Workshop 4/11/19 - 5/16/19	\$ 450.00	-1	\$ (450.00)
<b>Total Clinic Health Coaching Credit</b>					<b>\$ 532.50</b>

## City of Manitowoc - New Patient Summary

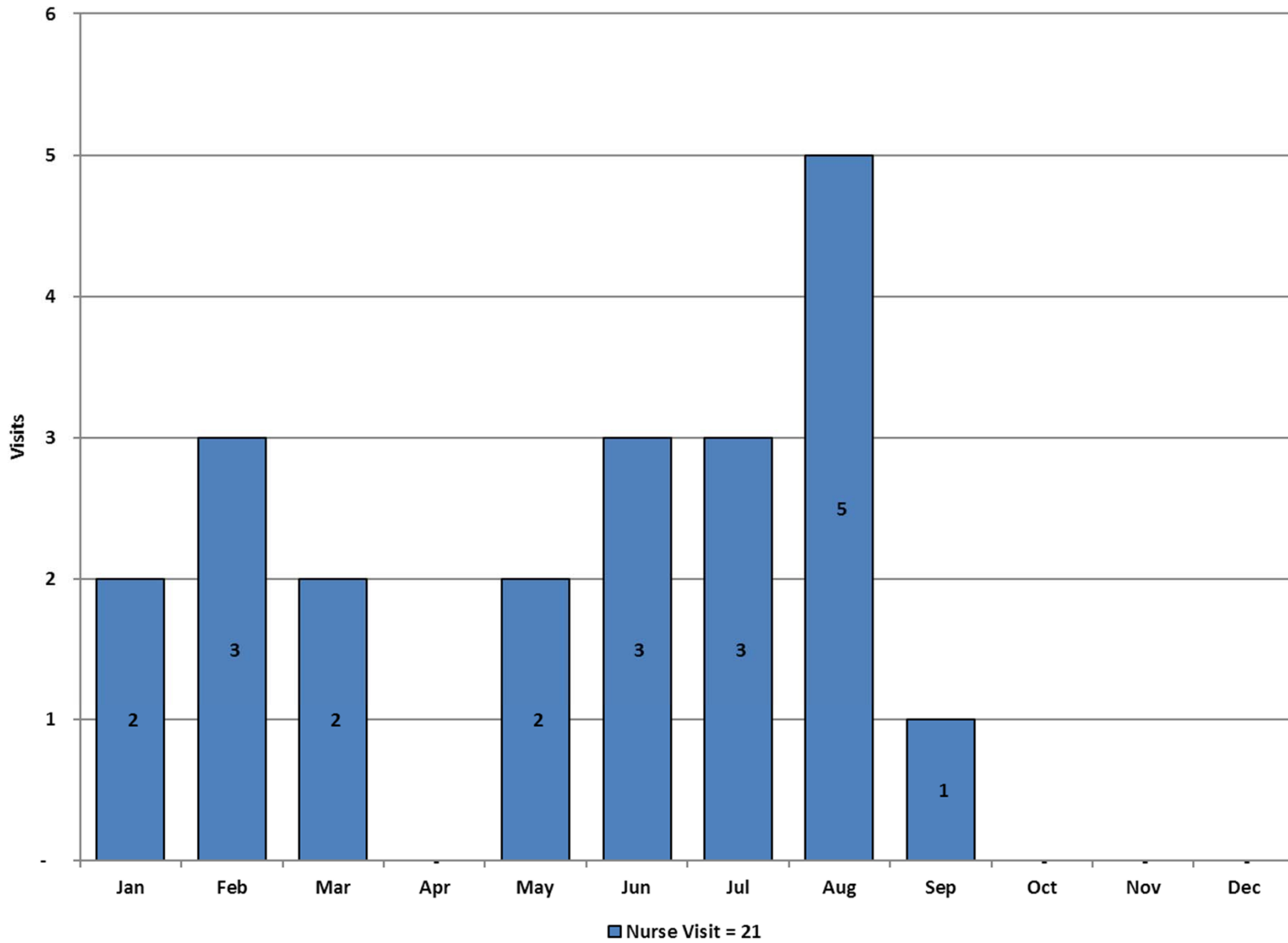


## City of Manitowoc - Provider Visits YTD Summary





## City of Manitowoc - Nurse Visits YTD Summary



# City of Manitowoc - Visits By Day Summary

## Provider Visits - September 2019

Appointment Time	Monday	Tuesday	Wednesday	Thursday	Friday	Grand Total
<b>8 AM</b>			2		1	3
<b>9 AM</b>	1		1	1		3
<b>10 AM</b>	1	2			1	4
<b>11 AM</b>	1	1	2	2		6
<b>1 PM</b>	1	1		2	1	5
<b>2 PM</b>	1			1		2
<b>3 PM</b>	1	1				2
<b>4 PM</b>	1	2	1			4
<b>Grand Total</b>	7	7	6	6	3	29

## Nurse Visits - September 2019

Visit Type	Total
Nurse Visits	1
<b>Grand Total</b>	1

## Number of Cancelled/No Show Visits - September 2019

Date	Cancellation	No Show	Total
9/4/2019		2	2
9/9/2019		1	1
9/11/2019	1		1
9/13/2019		1	1
9/19/2019		2	2
9/23/2019	1		1
9/25/2019	1		1
9/26/2019	1		1
9/30/2019	1		1
<b>Grand Total</b>	5	6	11

# City of Manitowoc - Vaccine Summary

## YTD Quantity

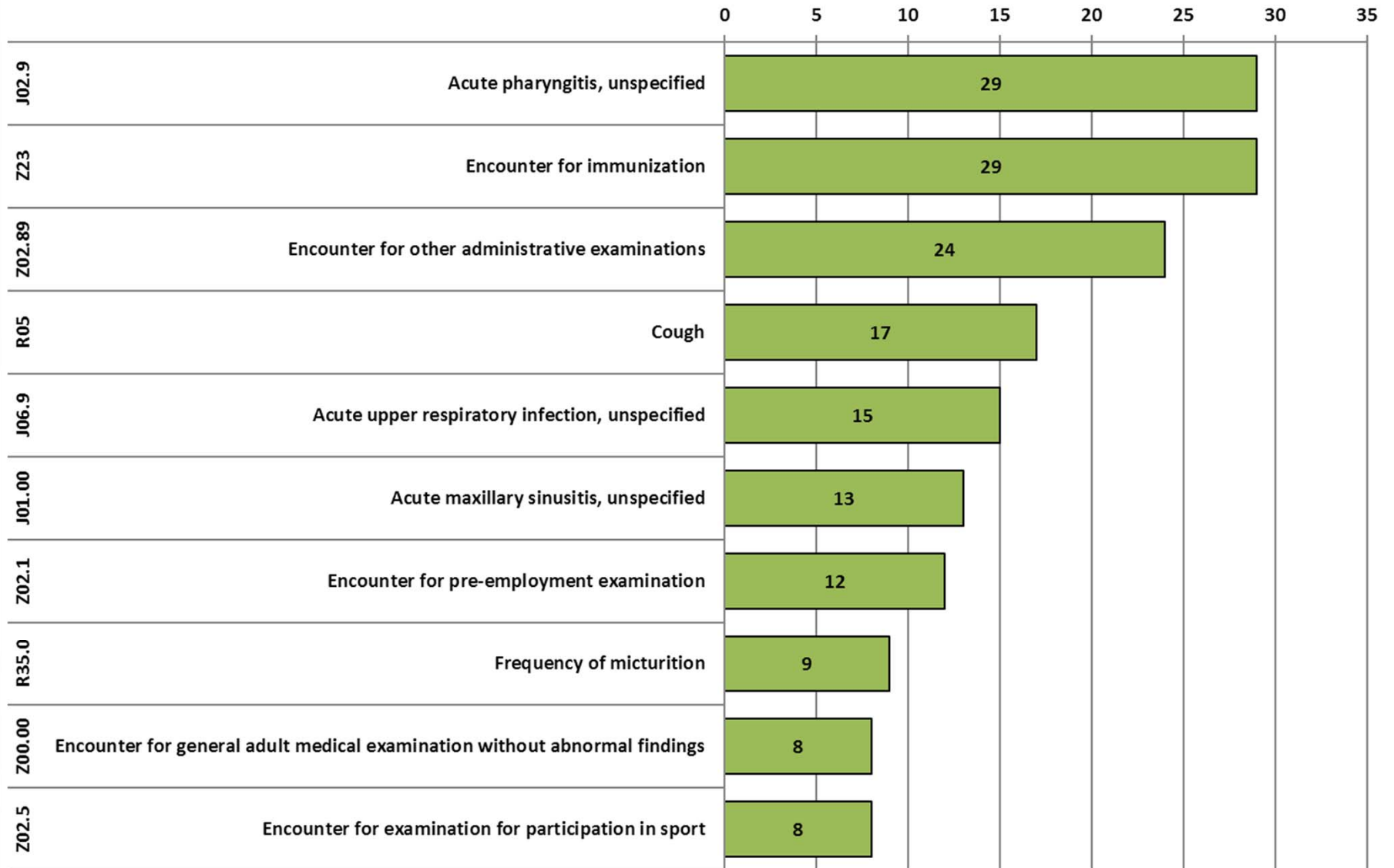
CPT Code	Description	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD Qty
90686	INFLUENZA QUADRIVALENT SPLIT PRES FREE 0.5 ML VACC, IM	2	1	-		-								3
90688	INFLUENZA QUADRIVALENT SPLIT 0.5 ML VACC, IM			-		-								-
90714.02	TD PRES FREE VACC, 7+ YRS			-	1	1			2					4
90715	TETANUS/DIPHTHERIA/ACELLULAR PERTUSSIS	2		-	1	-	1							4
90750	Shingles (Zoster) Vaccine				1	-	3	3	1	6				14
90746	HEP B VACC ADULT 3 DOSE, IM			-		1	1		1					3
<b>Total</b>		<b>4</b>	<b>1</b>	<b>-</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>3</b>	<b>4</b>	<b>6</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>28</b>

## YTD Cost

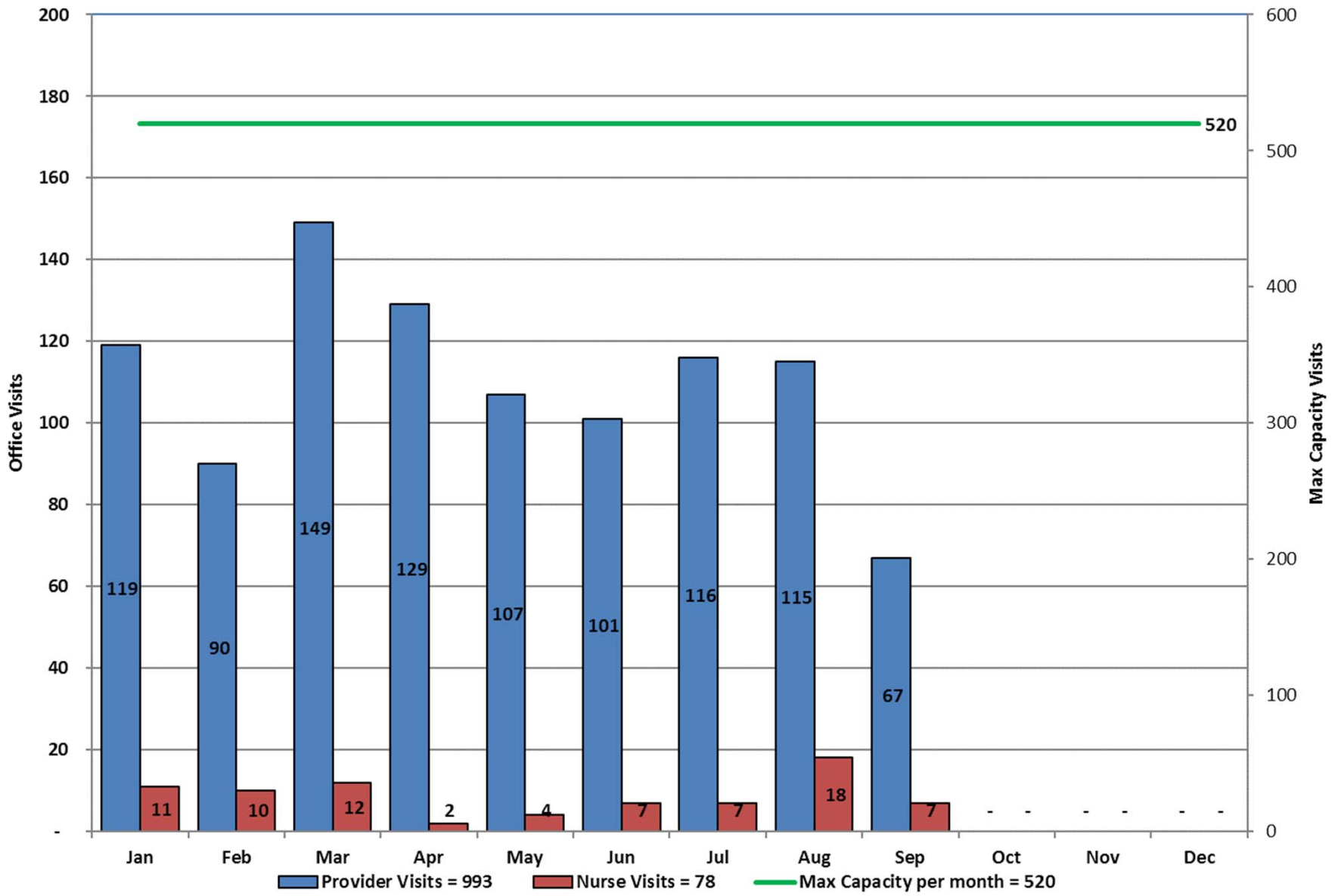
CPT Code	Description	Cost	YTD Qty	Total YTD Cost
90686	INFLUENZA QUADRIVALENT SPLIT PRES FREE 0.5 ML VACCINE	\$ 19.00	3	\$ 57.00
90688	INFLUENZA QUADRIVALENT SPLIT 0.5 ML VACC, IM	\$ 17.00	-	\$ -
90714.02	TD 7 YRS+ PRESERVATIVE FREE	\$ 25.00	4	\$ 100.00
90715	TETANUS/DIPHTHERIA/ACELLULAR PERTUSSIS	\$ 39.00	4	\$ 156.00
90736	Shingles (Zostavax) Vaccine	\$ 223.07	-	\$ -
90750	Shingles (Zoster) Vaccine	\$ 132.00	14	\$ 1,848.00
90746	HEPATITIS B VACCINE ADULT IM 3 DOSE SCHEDULE	\$ 60.00	3	\$ 180.00
<b>Total</b>			<b>28</b>	<b>\$ 2,341.00</b>

## City of Manitowoc - Top Ten Diagnosis

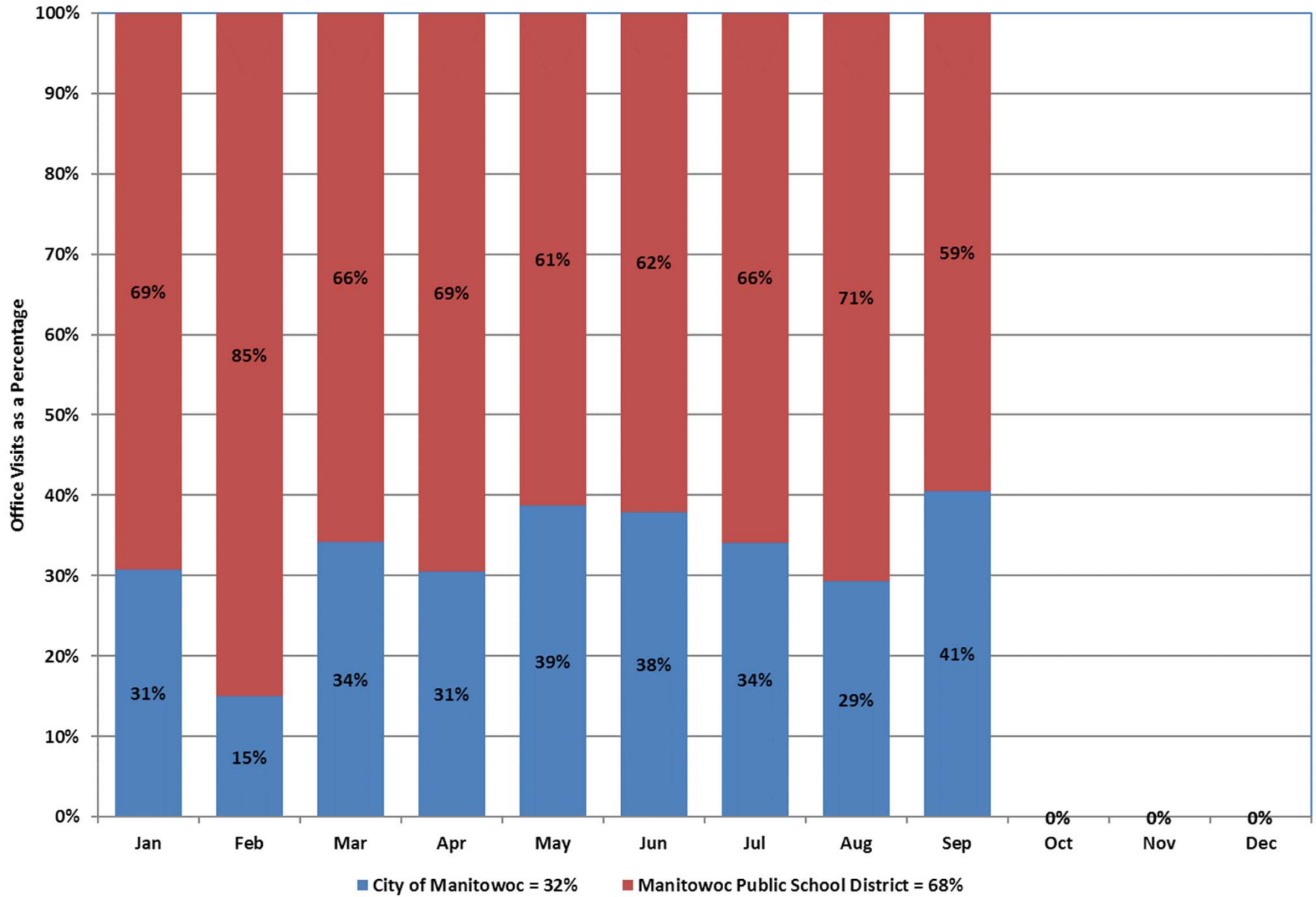
■ YTD Diagnosis



# Total Manty Health & Wellness Clinic Visits YTD



## Total Manty Health & Wellness Clinic Visits YTD Comparison

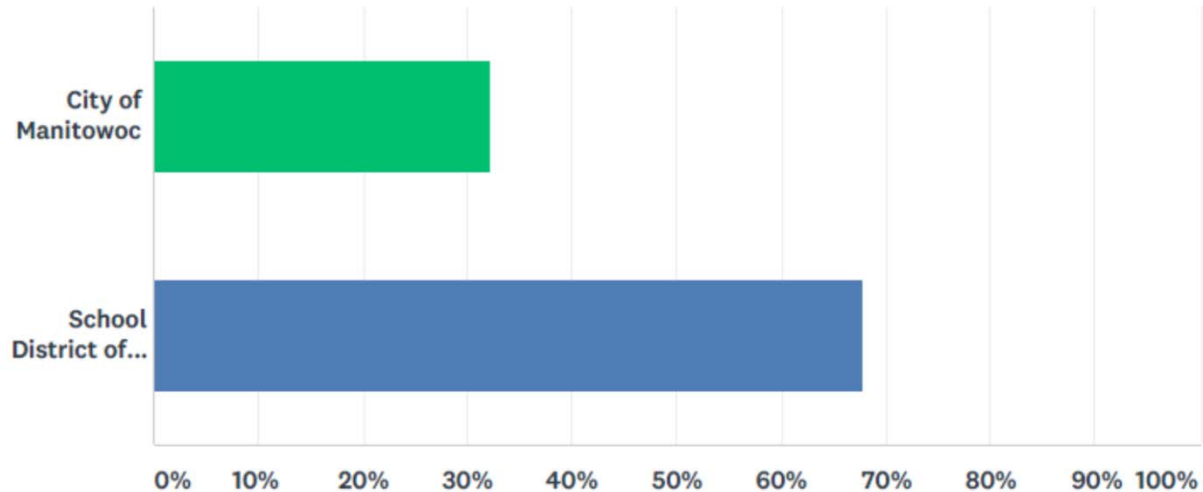


# Manty Clinic Patient Survey YTD

## Manty Health and Wellness Center Experience Survey

Q1 Please select the employer who provides you/your family with access to the Manty Health and Wellness Center.

Answered: 65 Skipped: 1



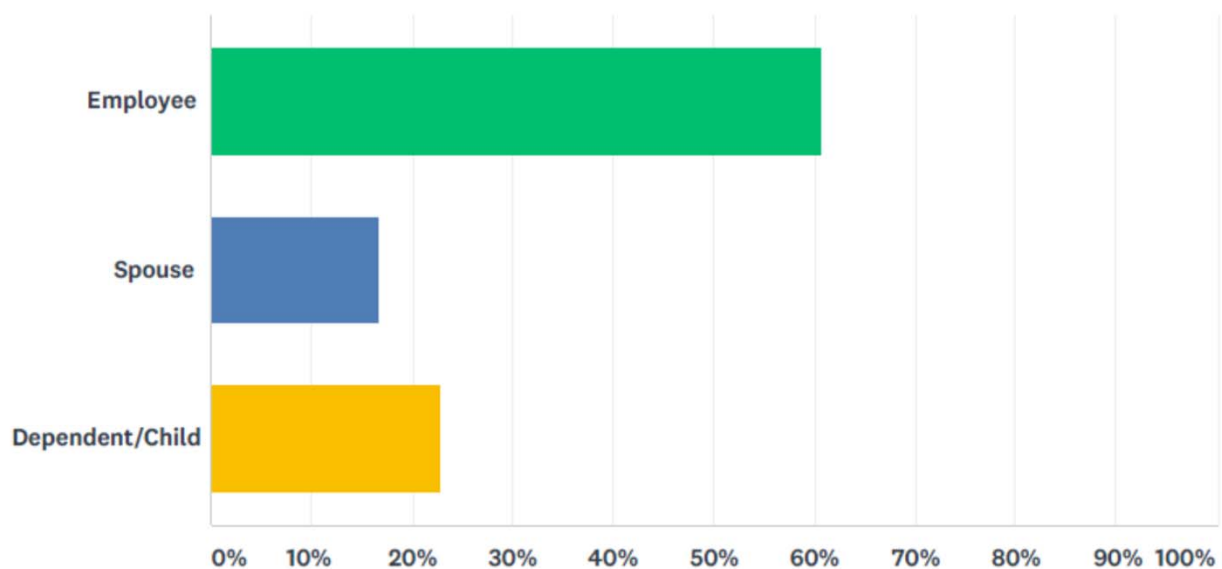
ANSWER CHOICES	RESPONSES	
City of Manitowoc	32.31%	21
School District of Manitowoc	67.69%	44
TOTAL		65

# Manty Clinic Patient Survey YTD

## Manty Health and Wellness Center Experience Survey

Q2 Please select the option that best describes the patient.

Answered: 66 Skipped: 0



ANSWER CHOICES	RESPONSES	
Employee	60.61%	40
Spouse	16.67%	11
Dependent/Child	22.73%	15
TOTAL		66

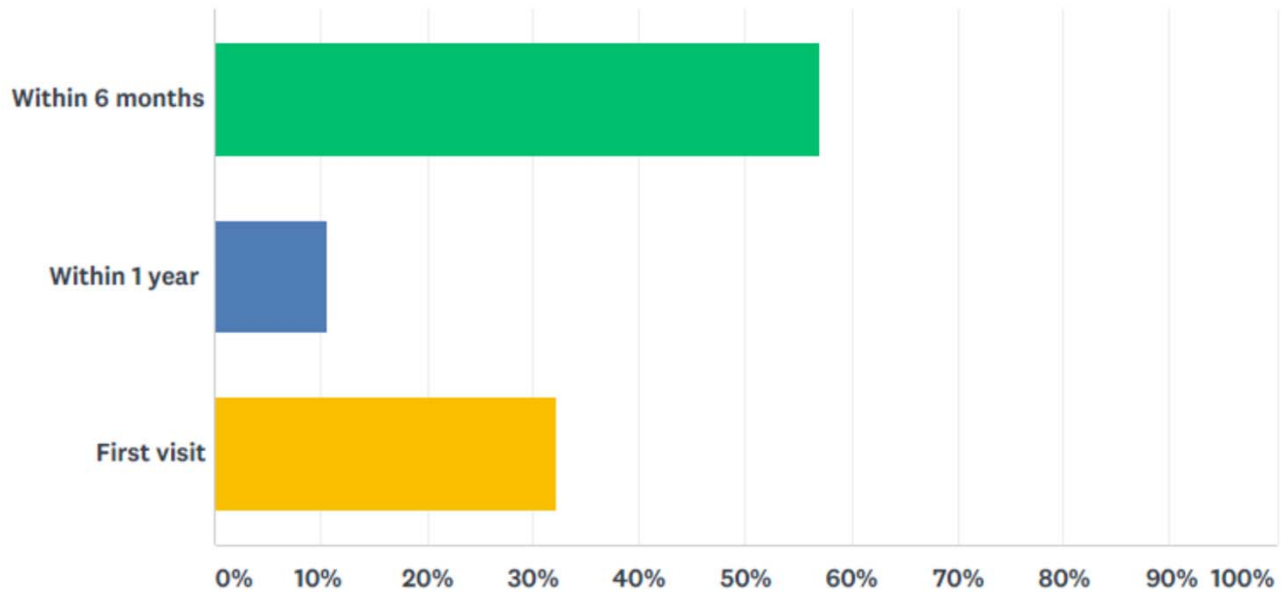


# Manty Clinic Patient Survey YTD

## Manty Health and Wellness Center Experience Survey

### Q3 When was your last visit to this clinic?

Answered: 65 Skipped: 1



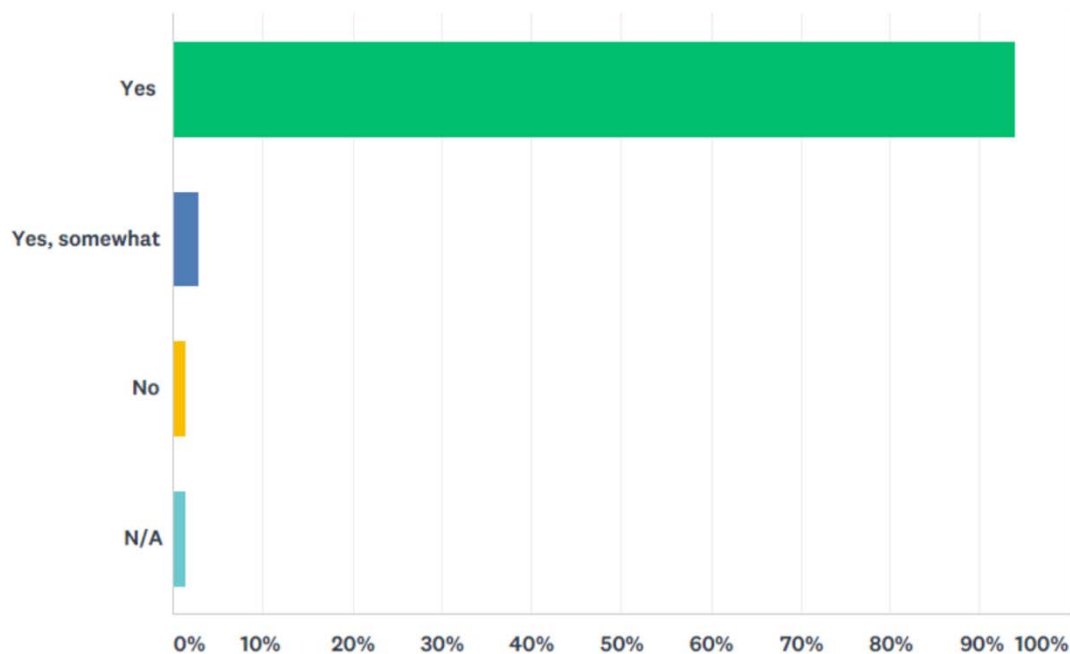
ANSWER CHOICES	RESPONSES	
Within 6 months	56.92%	37
Within 1 year	10.77%	7
First visit	32.31%	21
TOTAL		65

# Manty Clinic Patient Survey YTD

Manty Health and Wellness Center Experience Survey

## Q4 Were you able to schedule an appointment as soon as you needed it?

Answered: 66 Skipped: 0



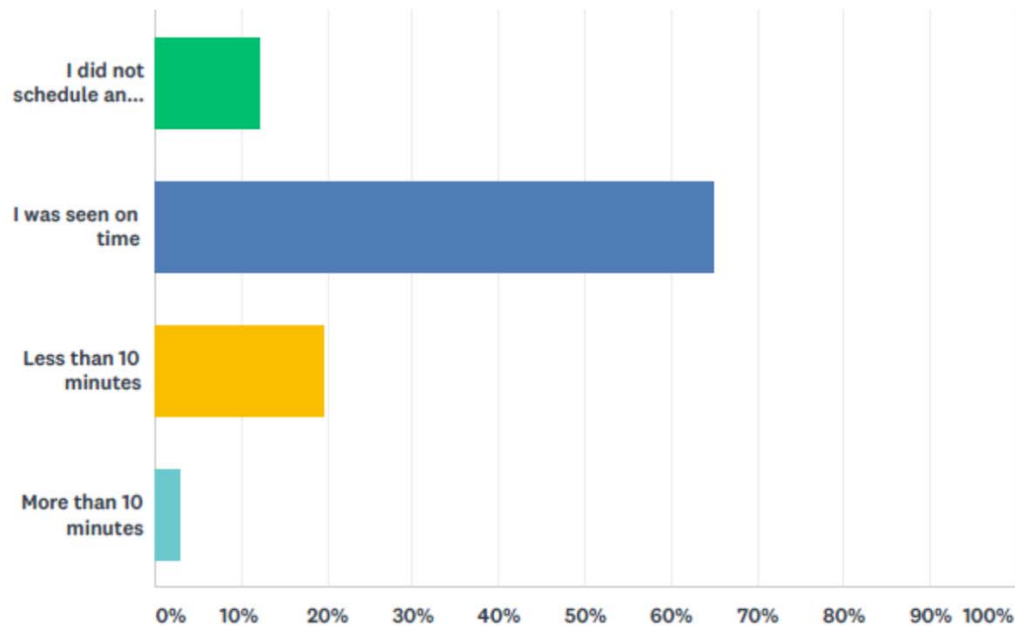
ANSWER CHOICES	RESPONSES	
Yes	93.94%	62
Yes, somewhat	3.03%	2
No	1.52%	1
N/A	1.52%	1
<b>TOTAL</b>		<b>66</b>

# Manty Clinic Patient Survey YTD

Manty Health and Wellness Center Experience Survey

Q5 If you scheduled an appointment in advance, how long did you have to wait past your scheduled appointment time to be seen?

Answered: 66 Skipped: 0



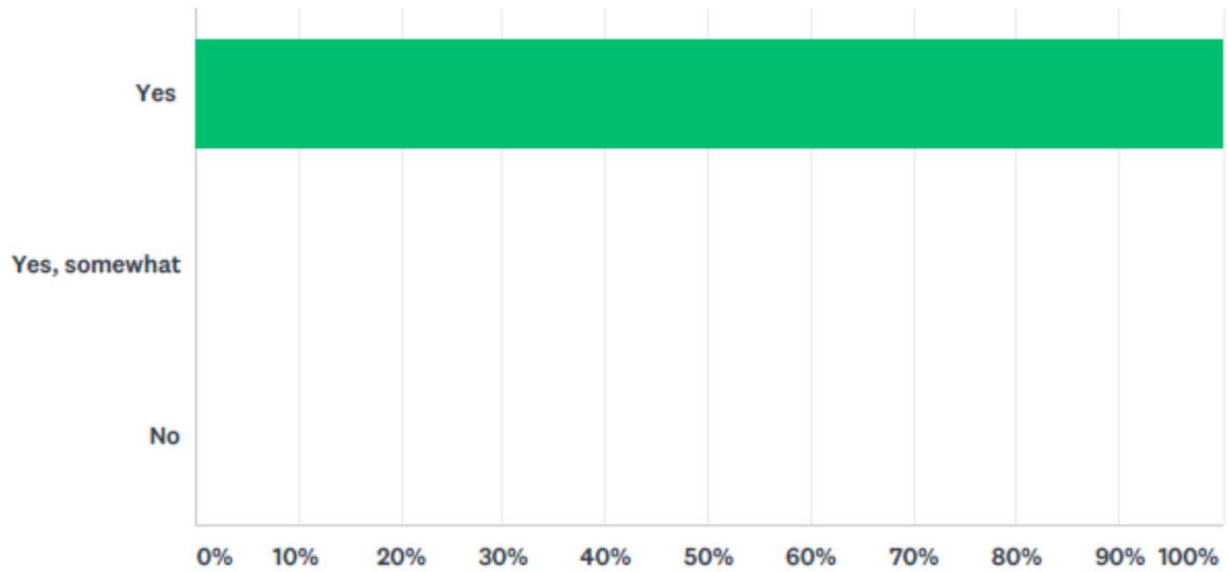
ANSWER CHOICES	RESPONSES	
I did not schedule an appointment in advance	12.12%	8
I was seen on time	65.15%	43
Less than 10 minutes	19.70%	13
More than 10 minutes	3.03%	2
TOTAL		66

# Manty Clinic Patient Survey YTD

## Manty Health and Wellness Center Experience Survey

### Q6 Was your provider friendly and courteous?

Answered: 66 Skipped: 0



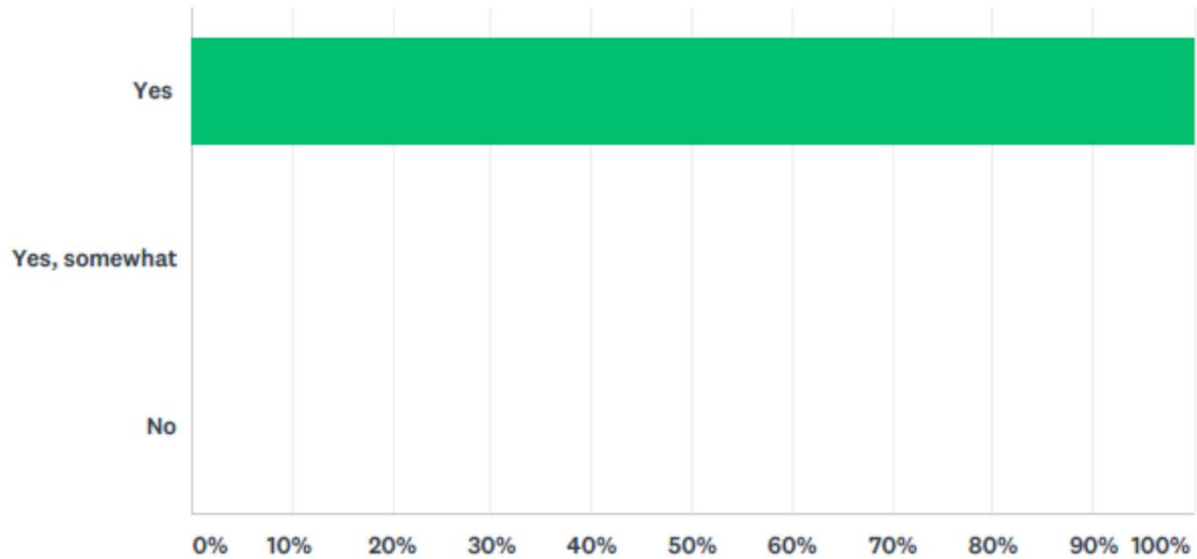
ANSWER CHOICES	RESPONSES	
Yes	100.00%	66
Yes, somewhat	0.00%	0
No	0.00%	0
<b>TOTAL</b>		<b>66</b>

# Manty Clinic Patient Survey YTD

## Manty Health and Wellness Center Experience Survey

Q7 Did your provider explain information in an easy to understand way?

Answered: 66 Skipped: 0



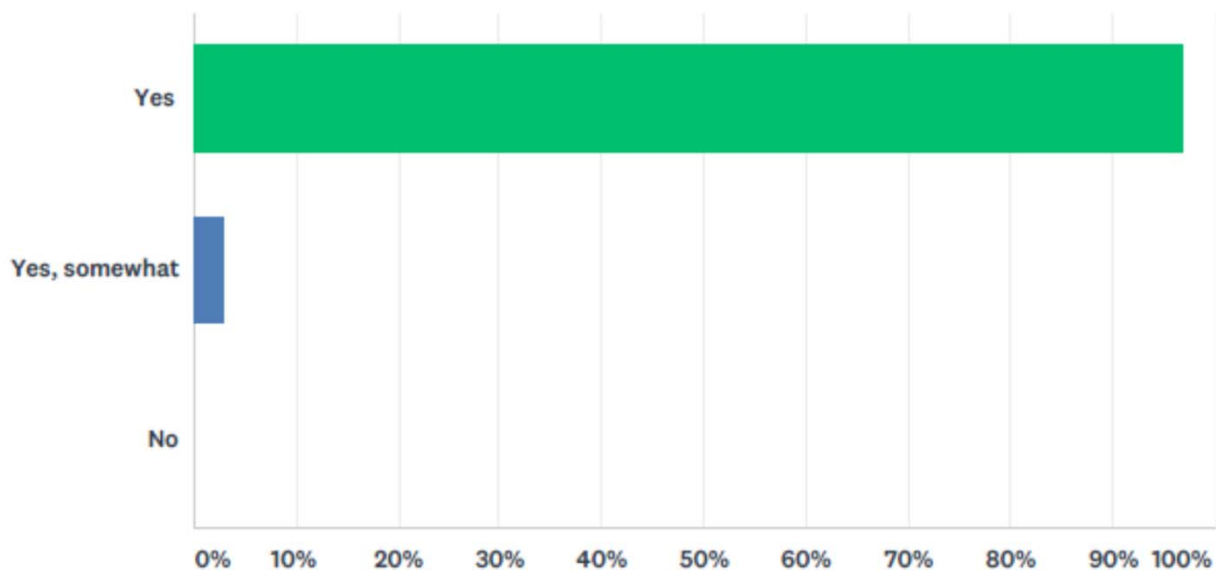
ANSWER CHOICES	RESPONSES	
Yes	100.00%	66
Yes, somewhat	0.00%	0
No	0.00%	0
<b>TOTAL</b>		<b>66</b>

# Manty Clinic Patient Survey YTD

## Manty Health and Wellness Center Experience Survey

Q8 Did your care team spend enough time with you to meet your needs?

Answered: 66 Skipped: 0



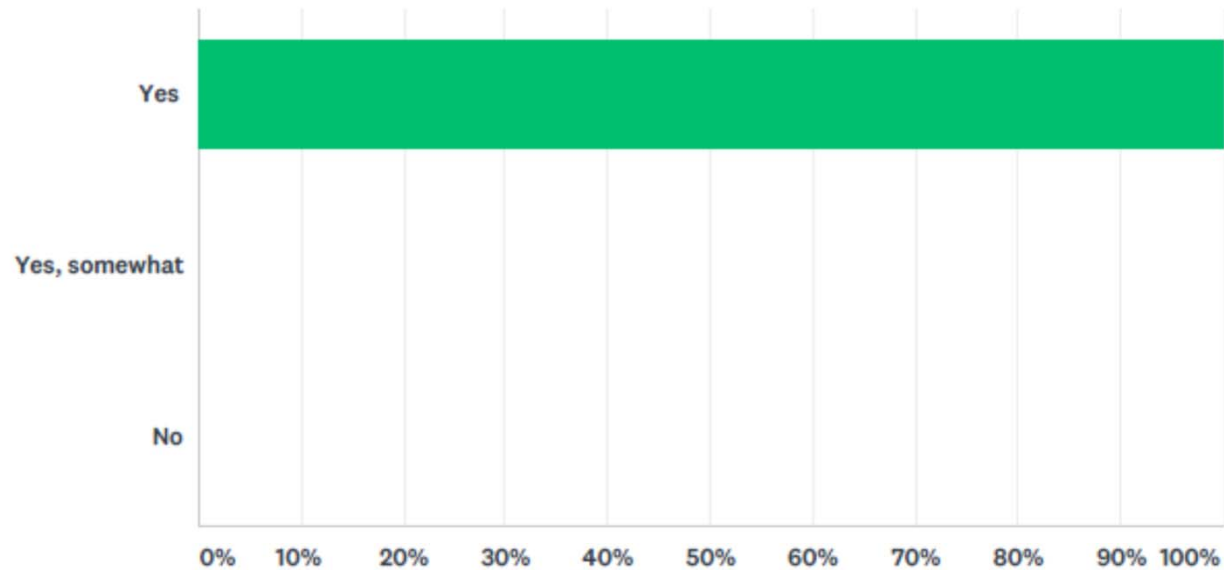
ANSWER CHOICES	RESPONSES	
Yes	96.97%	64
Yes, somewhat	3.03%	2
No	0.00%	0
<b>TOTAL</b>		<b>66</b>

# Manty Clinic Patient Survey YTD

## Manty Health and Wellness Center Experience Survey

### Q9 Was your care team friendly and courteous?

Answered: 66 Skipped: 0



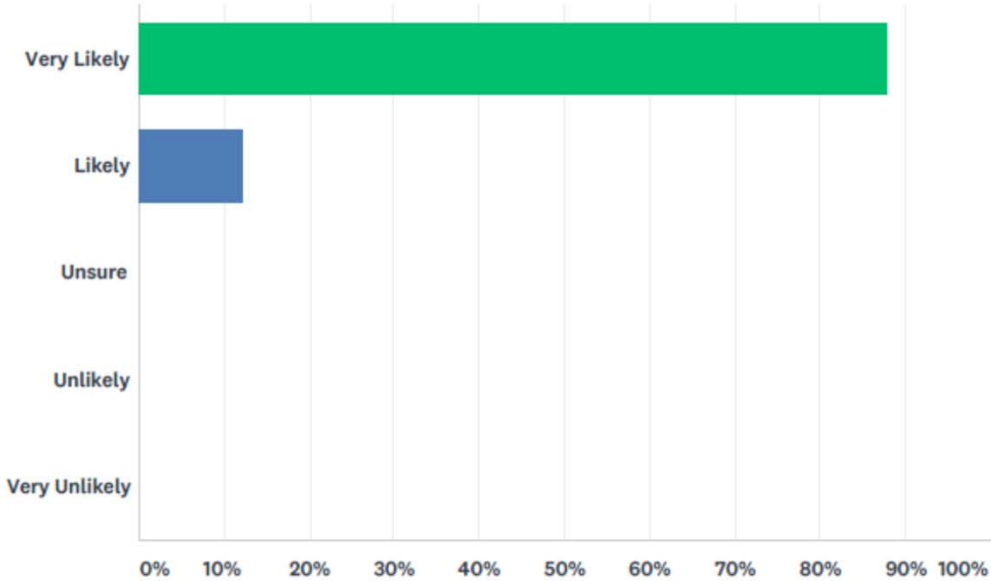
ANSWER CHOICES	RESPONSES	
Yes	100.00%	66
Yes, somewhat	0.00%	0
No	0.00%	0
<b>TOTAL</b>		<b>66</b>

# Manty Clinic Patient Survey YTD

Manty Health and Wellness Center Experience Survey

## Q10 What is the likelihood that you will recommend the Manty Health and Wellness Center to other employees?

Answered: 66 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very Likely	87.88%	58
Likely	12.12%	8
Unsure	0.00%	0
Unlikely	0.00%	0
Very Unlikely	0.00%	0
<b>TOTAL</b>		<b>66</b>

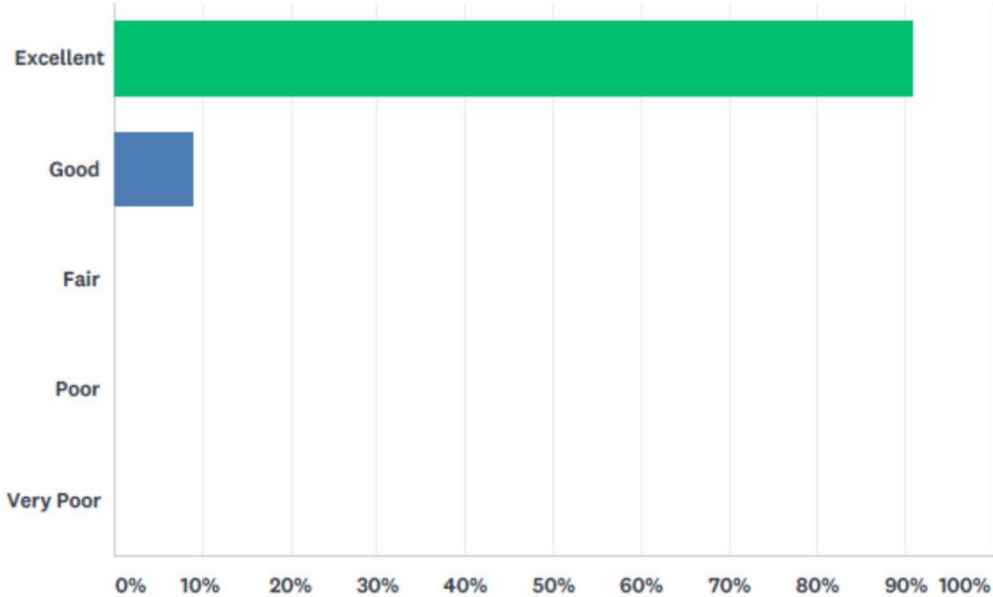


# Manty Clinic Patient Survey YTD

Manty Health and Wellness Center Experience Survey

## Q11 How would you rate the care that you received?

Answered: 66 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	90.91%	60
Good	9.09%	6
Fair	0.00%	0
Poor	0.00%	0
Very Poor	0.00%	0
<b>TOTAL</b>		<b>66</b>

# Manty Clinic Patient Survey YTD

Manty Health and Wellness Center Experience Survey

Q12 Please share any other comments you have below:

Answered: 0 Skipped: 58