

# Do you have any other suggestions, comments, questions, or concerns?

Showing 266 responses

I did my wellness thing last June, which was more convenient and I didn't have to take off school time for the blood draw.

4/30/2015 8:53 AM

Open half a day on Saturday?

4/29/2015 3:01 PM

Staff at Wellness Center is top notch. Always so helpful and nice.

4/29/2015 2:33 PM

I think the amount paid to us is ok.

4/29/2015 10:03 AM

Love the wellness clinic and staff... I didnt realize I needed to make an appt to go over my health info so by the time I realized it, the appointments were full except for spring break and I was leaving town. So, I appreciate getting the \$120. Would the people who do the screenings ever come on sight to the schools? Maybe we could do it over plan time...

4/28/2015 3:50 PM

Maybe it could be done at the school site.

4/28/2015 10:52 AM

I visited the Center to complete the wellness process. Luckily I have not needed it for sickness.

4/27/2015 9:34 PM

Excellent place to go.

4/27/2015 6:07 PM

More evening appts are needed to handle everyone doing this. Have more later appt times.

4/27/2015 5:55 PM

Allow employees to complete the Personal Wellness Appraisal Program requirements during the summer. It is difficult to do during the school year if your school is not near the Wellness Center.

4/27/2015 2:57 PM

I thought I completed it.

4/27/2015 1:42 PM

I think participating in the Wellness Program is simple and easy to do. There is no excuse for any employee of the School District NOT to participate. I personally like knowing my BMI, blood sugar levels, triglycerides, etc. Everybody, healthy or unhealthy, should want to know as well. It's really not that inconvenient to participate.

4/27/2015 1:33 PM

Pay the bonus in a lump sum, not monthly.

4/27/2015 9:44 AM

Provide options for the northend because of distance.

4/27/2015 7:45 AM

When sick it can be hard to get an appointment. I know it's more preventative medicine, but often when you are sick you can't get an appt. with your primary or HWC, thereby you miss work waiting for an appt., or have to spend \$50.00 for the urgent care. Not everything is preventative. Not upset, just how it is. It would be hard to manage both preventative and acute for so many people. It seems some people have no problems, go often. I haven't seen that side myself.

4/27/2015 6:42 AM

I am very impressed with the Wellness Incentive Program and the facility. Thank you so much.

4/26/2015 9:50 PM

I love having the wellness benefit. Thanks!

4/26/2015 7:29 PM

I think the nurses and assistants working there are always very pleasant. The only issues I have run in to is when it comes to making appts. It can be tricky to make an appt. and find available times since we are all teachers with similar schedules.

4/26/2015 9:30 AM

I would love to use the Health and Wellness center if the hours were extended to nights and weekends. The available training is excellent and the equipment is kept in great shape.

4/25/2015 4:38 PM

Please DO NOT CALL MY HOME PHONE EVERYDAY TO REMIND ME.....I had done the process 11 months ago...the calls were VERY IRRITATING!!

4/25/2015 8:38 AM

There needs to be an increased clarity on how and when the bonus money will appear on the employee paycheck. Also, an automatic email could set up to let the employee know that the steps have been completed to receive the bonus.

4/25/2015 8:35 AM

I am /was pleased with the services rendered here. Keep up the good work. I really hope you do it again next year.

4/24/2015 5:26 PM

I have a physical yearly with the VA and do not need to repeat the same medical procedures. I have a check-up every six months. I feel it is an unfair system to not award all employees who participate in wellness not just the ones who participate in the Escambia County School District selected wellness screening.

4/24/2015 12:51 PM

have appt dates during summer hours

4/24/2015 12:48 PM

Open a second for the rest of us on the west side of town or pay us to for our time to go all the way in town to go to the health clinic during work hours to get the health screening. Some of us don't have leave to take to go for the health screening so we took it with out pay.

4/24/2015 9:53 AM

email reminders of due dates - when certain aspects of the wellness steps are to be completed by with intermittent reminder emails.

4/24/2015 9:34 AM

more extended hours

4/24/2015 8:51 AM

Please keep the Marathon Health Clinic!

4/24/2015 8:36 AM

I was the first one in the district to do the Wellness Screening this year in August 2014. I wanted to get it done before the school year started.

4/23/2015 4:55 PM

Receiving the bonus money in a lump sum would be preferable. Receiving the current extra \$20 each month, after taxes, is not that great of a selling point. I participated so that I would have access to the wellness tools Marathon Health provides on their website, not for the few extra dollars each month.

4/23/2015 4:02 PM

Suggestions to affordable to dental care, Example, suggestions to dentists that will work with people on a budget . Yes we have dental insurance, but have to pay up front and reimbursed a certain percentage back. Example, one pays 100% and reimbursed less than 100% back. Also, required yearly exams should be offered at the wellness center. too.

4/23/2015 3:15 PM

The employee bonus should not be tied to our insurance. The purpose of the assessment should be to encourage healthy living, not insurance costs.

4/23/2015 2:55 PM

I did not do it because I go through this with my doctor yearly when I have my medications filled at NAS. I felt like it was wasting the district's money on test that I already have had done.

4/23/2015 2:47 PM

I have Tri-Care insurance, But I have and pay for dental insurance with Escambia County, but I have seen no extra money coming to me since I completed CHR before Christmas. Why would anyone want to do this if they are not going to get the extra pay. It would be nice for them to come to the school also.

4/23/2015 2:38 PM

Getting the bonus money all at one time is better than \$20 a month. You do everything that is required for the Wellness Plan getting a big check all at once makes you feel like u accomplished something.

4/23/2015 2:29 PM

The folks at the Health and Wellness Center have helped me make positive changes that have impacted my health and quality of life.

4/23/2015 2:25 PM

I completed my PWAP every year the program was available. I think it is an excellent program.

4/23/2015 2:16 PM

I need more information about CHR thankyou

4/23/2015 1:24 PM

Another location more convenient for all district employees, something more centrally located in the district.

4/23/2015 1:16 PM

Saturday blood draws for lab work and Saturday appointments from 8-5 would be most helpful. When I need fasting bloodwork, i have to take a day off from work because I can't fast all day without having a low blood sugar problem. I have to be at work at 7:15 and their lab doesn't open early enough for me to get blood drawn and to work by 7:15.

4/23/2015 12:58 PM

Bring the wellness appraisal to school sites. Much more convenient for employees and guaranteed increase in participation if performed on campus.

4/23/2015 12:55 PM

I was told that I completed all steps but I would like some type of tracking system to tell me I am complete.

4/23/2015 12:17 PM

I have been very pleased with the availability of appointments and the courteous treatment during my visit.

4/23/2015 12:01 PM

the payout of the incentive was confusing. i am still not sure when/if i will receive the entire bonus as it indicates per pay period and it is almost the end of the year and i have not seen it in my check yet. how will ed support be paid out over the summer?

4/23/2015 11:58 AM

I track and monitor everything in the CHR that the Wellness Center does with my own doctor, including all of the screening exams. I am not going to drop that patient/doctor relationship to switch to a clinic setting. I feel that those of us who are already taking care of our health in this way should also be eligible for the bonus.

4/23/2015 11:35 AM

I participated in the wellness appraisal and I thought it was excellent! The information was great and the staff was extremely helpful and knowledgeable! Thank you very much!

4/23/2015 11:13 AM

What are your options for Pre-Natal and Post-Natal care?

4/23/2015 9:58 AM

I did complete the program!

4/23/2015 9:56 AM

Having a district health center is an excellent benefit, however I feel like the UHC health benefits are below average. If were not necessary to maintain such a hefty medical policy to be able to use the district facility the overall benefit would be much greater. The monetary incentive is good because every little bit helps, but a larger kickback to help offset health care costs would be better.

4/23/2015 9:54 AM

Bring the blood draw and consult back to the schools for convenience of teachers and personnel.

4/23/2015 9:50 AM

If employees haven't used their health insurance during the year, there should be some incentive for that. I haven't used my health insurance benefit for several years, as I maintain my health and haven't had any issues to require a doctor's visit.

4/23/2015 9:49 AM

It is difficult to make an appointment. If it is going to be effective there needs to be a better communication point - like more staff to answer the phone & schedule appointments & also longer before/after school hours.

4/23/2015 9:37 AM

Sometimes the main message of an employee having the chance to earn money to go through the process gets lost in the bulkiness of the mail message. Sometimes to get someone to enter a

process that has a reward you almost always notice that the reward has the main focus of the message. We want all to be healthy, but that part is not going to get them there most times.

4/23/2015 9:36 AM

Location is inconvenient.

4/23/2015 9:01 AM

I participated this year (last June) so I am not sure why I got this survey.

4/23/2015 9:01 AM

If the only appointment times available are during 'school hours', on a particular day and a teacher is sick, he/she should be allowed to go see the dr. if they can work-out class coverage. This should be done with only a sign-out process, and not having pay docked, because it behooves the District to have their employees well and present. More actions needs to be taken/allowed to show that the district CARES about the wellness of employees instead of it just being stated.

4/23/2015 8:58 AM

I go to my own dr and have blood work done. Can we get credit for that? I am more comfortable seeing my own dr and I have a check-up every year.

4/23/2015 8:47 AM

Go back to a one time sum/payout versus monthly.

4/23/2015 8:47 AM

Employees should be able to walk in and see someone if they are sick without an appointment.

4/23/2015 8:22 AM

I did not participate in District health plan this year for personal reason. I think this is an excellent initiative.

4/23/2015 8:21 AM

The Wellness Center should provide routine screenings, like pap smear, mammograms, and PSA.

4/23/2015 8:20 AM

I liked it when they came to the schools....

4/23/2015 8:03 AM

Can we do this during the summer why school are out.

4/23/2015 7:58 AM

people were very nice, and worked with my crazier than ever schedule.

4/23/2015 7:53 AM

Hours to clinic need to be altered to accommodate teachers and other staff members. 8-5 doesn't work if employees are working and can't get off to go. Hours should be 1-9. How are we guaranteed that our information is not shared not matter what HIPPA says people talk. Also I would consider going back to smoking as an additional bonus not a mandatory component to complete the wellness program. There are alternatives to smoking and those should be considered as well.

4/23/2015 7:33 AM

They should have a van that travels to the North end schools and have a mobile group of nurses and/or assistants to complete the health assessments for the school employees serving in the north end schools. I have completed the assesments but had to schedule my appointment at 6:15 am and had to leave my house by 5:15 am to make it on time. Granted it worked out fine for one day to do that but others may find that handicapping especially if they have young children or a single parent. Everyones situation is different.

4/23/2015 7:31 AM

I liked when we received the incentive. I don't like the way the incentive is given now.

4/23/2015 7:25 AM

N/A

4/23/2015 7:17 AM

I thought I completed all of the requirements. I don't understand!!

4/23/2015 6:54 AM

Start the CHR process earlier in the year so, you don't feel as rushed trying to make an appointment in the window your alphabet is listed. Also, maybe have a Saturday lab day once a month to make it easier than trying to get by at 6:00 before going to work.

4/23/2015 6:24 AM



I felt the system in place was a very convenient way to complete the CHR. I applaud the district for affording the employees this benefit. Thank you!

4/23/2015 6:04 AM

I completed the wellness exam

4/22/2015 9:14 PM

I really liked having CHR at my worksite like they've done in the past. It was convenient and I did not have to drive across town.

4/22/2015 8:44 PM

The wellness assessment was much easier to do when the nurses came to the individual school sites. Also, the bonus should be paid out all at once, not in small increments. Small increments make it not worth the trouble. Also, if we have to go to the center, make it where we only have to go once and then receive the results online.

4/22/2015 8:35 PM

It was easier when the Health Screening was completed at your school.

4/22/2015 6:42 PM

I completed survey however did participate in the Wellness program. Attempted to make an appointment prior to April 1st cut off but was given April 3rd and did all need to fulfill expectations one appt early AM and the other at !1:00

4/22/2015 6:27 PM

It is very difficult for employees who work at a school with extended hours to get to an early appointment at the Health and Wellness Center. If I need to have blood work done that require fasting, I cannot make it in to the lab before going to work. I also liked the Wellness Bonus Incentive better when it was paid in one lump sum versus \$20.00 per month.

4/22/2015 6:25 PM

I am a procrastinator. It was not the district's fault that I did not follow through. Thank you for providing the incentive. I'll do it next year.

4/22/2015 6:15 PM

offer better hours

4/22/2015 5:46 PM

I value the program and the availability of seeing a healthcare provider for sick visits quickly and at no out of pocket cost. Please continue offering the program.

4/22/2015 4:53 PM

Maybe they can do it on Saturday and Sunday instead of during the week at night when I am working.

4/22/2015 4:15 PM

The availability of appointments and hours are the biggest problem - I haven't completed the wellness program because the center offers very few appointments that are compatible with the required hours of instructional time. I can't afford to take a sick day to go to the center. When I have needed immediate medical assistance they were booked during all non-school hours and I ended up having to either wait to go to my regular provider or urgent care. The health center may work for people in administration who have some flexibility in hours but classroom teachers do not have any flexibility in times and often are putting in time well in excess of our contract hours that make it impossible to use the center before closing.

4/22/2015 4:10 PM

They need to have appts available for when we are sick! That was what the main idea was behind the clinic in the first place. I see my reg Sr for wellness etc. I need a place besides Urgent care when I have the flu. There is never anyone waiting to get in, which is nice in a way, But I would not mind waiting a bit if it meant i could be seen at a reasonable price.

4/22/2015 3:55 PM

Need a walk in service in the morning.

4/22/2015 3:50 PM

I do not see how appointments could be scheduled without interfering with work. But maybe I am misunderstanding the process.

4/22/2015 3:38 PM

I did my screening, so I would guess the amount was enough to entice me..... of course, more is more fun!

4/22/2015 3:36 PM

Working in the North end of the County, it is difficult to get an appointment after school gets out and you allow for travel time.

4/22/2015 3:34 PM

The hours the clinic is open is not conducive for schoolboard employees. I needed to go on a Friday afternoon after work because I was not feeling well. Some days they should have early opening and some days maybe they could open at 12:00 and stay open later.

4/22/2015 3:26 PM

When I called to get the CHR appointment, there were no available appointments. I would have gone to my primary doctor without any problem. Possibly make it (bloodwork) available/acceptable to be done with our primary care doctors.

4/22/2015 3:11 PM

How accurate are the finger prick for blood draw?

4/22/2015 3:04 PM

The Doctor there basically wouldn't see you or help you in any way. The people in the front and nurses were wonderful. The availability of the appointments were few and far between causing people not to be able to get an appt for the wellness appraisal.

4/22/2015 3:00 PM

Get a second Dr, as wonderful as Dr, Alexandra. She is amazing and the whole staff there is incredible

4/22/2015 2:59 PM

I did the wellness CHR this year for the first time. It was a good experience and very informative. I feel if you could extent this service to the employees who choose not to enroll in the school district health insurance it would improve the participation,

4/22/2015 2:56 PM

It would be nice if the center would own more conditions. I had a problem with a shot that needed to be seen, but they wouldn't see me when I couldn't get in anywhere else in a timely fashion because they didn't prescribe the injection. While I understand that, I might have been able to avoid a week in the hospital if they had agreed to see me several days before my primary could. Or, if you're sick, they sometimes decline to see you. I thought it was supposed to be like a clinic to help you with minor illness. It seems wellness is all they do.

4/22/2015 2:56 PM

It was more convenient to do the appraisals at my work location. I do beleive the wellness appraisal is a wonderful oppurtunity offered by the District.

4/22/2015 2:52 PM

Doctor was very helpful after my screening. I was sick when I went for my consult and not only did she consult with me, she administered strep and flu tests discovering that I did indeed have strep. Then she gave me antibiotics, cough drops, and suggestions for helping with pain. I was amazed. It was a super experience!

4/22/2015 2:49 PM

no

4/22/2015 2:46 PM

The money should be given to all employees. I choose to place my care in the hands of my Primary care Dr. . I do not trust the district to have my best interest at heart when I have been repeatedly told what horrible insurance we have.

4/22/2015 2:45 PM

It was always easier to participate in the blood draw when personnel came to the schools to draw blood. Two trips to the Wellness Center is a bit much.

4/22/2015 2:45 PM

It was a lot nicer to get the lump sum of money :)

4/22/2015 2:44 PM

I completed and would certainly do it again. Great program.

4/22/2015 2:43 PM

Great work is done there.

4/22/2015 2:42 PM

Days open and time are an issue. Like everything else.

4/22/2015 2:41 PM

very nice place and friendly staff. I was very pleased with my visit

4/22/2015 2:40 PM

If you would clarify how the nicotine testing will be conducted and how the results of the urinalysis are shared.

4/22/2015 2:29 PM

If think it would be great to offer further incentive to follow up more frequently on how we are doing with reaching our health goals (i.e. monthly weigh-in).

4/22/2015 2:24 PM

While I really appreciate having the clinic available and do take advantage of it, I'm really upset that United Healthcare no longer has a contact with West Florida Outpatient Surgery Center. I much prefer to use West Florida for my services because of the excellent care that I have received there.

4/22/2015 2:15 PM

I think more information and help should be focused on employees like me who are trying to come to work, but are really not well. Also focus on those employees have been here a long time struggling to make it to retirement.

4/22/2015 2:13 PM

It was more convenient when they came to schools. We have to drive 1hr. to Pensacola

4/22/2015 1:59 PM

No

4/22/2015 1:53 PM

I have completed everything and I found it to be very easy. Obviously I would like more money :p

4/22/2015 1:50 PM

I really wish more would take advantage of such a great benefit. The staff, availability, no cost, sometimes free meds like antibiotics, very good Doctor and Physician's Assistant, and there is no co-pay. The Personal Wellness provided FREE give you the yearly blood work you need, and it gives you a break on insurance costs. With United Health we have plenty of insurance, but not much coverage. So this is a powerful benefit. My suggestion would be to advertise the clinic and its benefits to the employees. Maybe explain that the same HIPAA laws apply to the clinic the same as their with their Primary Physician's office. Possibly explain that the blood work does not check for cannabis. The Tobacco check may be the deterrent for some folks also, maybe make the Tobacco test like the drug test, only performed when job related injury occurs. BC

4/22/2015 1:45 PM

None

4/22/2015 1:41 PM

I did the whole bonus program and to be honest it was very easy to do, no pain involved and the staff at the wellness center is ALWAYS very accommodating when myself or family goes there. Very polite and pleasant people who provide a great service for pennies. Don't change a thing about the program to be honest. People just want to find something to gripe and moan about and no matter what you do, they won't be happy with SOMETHING. I mean, think about the email that went around the whole district at spring break about not getting paid before the break. If two or three days makes such a huge difference in your life that you can't go on vacation, maybe you should reprioritize a bit, quit smoking and drinking, and most of all, live within your means. Otherwise leave and make a change for yourself! Once again, great job to the wellness center folks!

4/22/2015 1:37 PM

I did not participate in the wellness check because Escambia county denied me long term insurance. I had minor surgery several years ago and your health benefits said they would not allow me for long term disability plan. I am healthy, in good shape, exercise daily, dont drink or smoke. So because i was in a minor accident and had surgery you will no deny me a plan of coverage. They offered for me do a further investigation if I pay for the expenses. That is unfair and unreasonable. So I feel that i will not purchase our healthcare or participate in any health care related issue with Escambia county as long as I am employed for this county.

4/22/2015 1:31 PM

Work on appt times. I had the flu, and pneumonia twice in the past 8 weeks and they wanted me to wait 3 days.....I would like to save that co pay.....wellness center isn't helping on the measure. I thought that was to be the big draw along with some free meds...

4/22/2015 1:31 PM

I think there should be NO copay for any employee regardless of the plan they are a part of. I think the Center for Health and Wellness should have free visits. A big reason why people do not go there is because they have a co pay.

4/22/2015 1:30 PM

The bonus was a better incentive when it was in a lump sum rather than broken up into monthly increments.

4/22/2015 1:30 PM

I did not complete the process because I was not employed by the district until February. I would have done it if I had not entered so late.

4/22/2015 1:29 PM

I did participate and would again. Perhaps there could also be additional incentives (& more immediate like gift cards for spa/ personal care items) for healthy activities (ex:weight loss goals, food diary entries, attendance at gym or workout events, etc.?)

4/22/2015 1:28 PM

dave it at worksite like before

4/22/2015 1:18 PM

The payment should be a lump sum, not spread out. It feels more like a bonus that way. People are not going to go that far out of their way for \$20. per month.

4/22/2015 1:18 PM

It would be helpful if a representative from the wellness center could travel to the north end do blood work or the consultation. The distance makes it extremely difficult to have blood drawn and get to school on time. The limited Saturday appointments also make it difficult. I really like the clinic but would like to see hours expanded for sick appointments or a second location opened farther north.

4/22/2015 1:17 PM

This is a time consuming process and very inconvenient! What happened to work-site programs! I have young children and though I could drag them with me, it is not the best for any of us if I do!!!

4/22/2015 1:14 PM

Offer some programs earlier in the afternoon to accomodate a work day that ends at 2:00.

4/22/2015 1:11 PM

The Wellness Center encouraged me to seek certain services, but did not provide the services themselves. I would have to pay for things elsewhere. If I were sick, they would not be my first choice for treatment.

4/22/2015 1:10 PM

You could allow walk in appointments with the understanding that people would wait until scheduled appointments were seen. You could simplify the registration process. Maybe offer a link on the main school board web site, that would allow access using the novell login and provide instructions. From this login in portal, you could check to see if the incentive money had been made too.

4/22/2015 1:09 PM

My experience with the staff and professionals at the Wellness Center was wonderful. From the time I made the appointment till I finished with the doctor, I was treated with the utmost courtesy and concern. It was a very positive experience. I appreciate the bonus money, but I am also grateful to have the opportunity to benefit from all the screening and testing done by the center. Thank you for making this available to us ! :)

4/22/2015 1:08 PM

I would love for there to be some way to check that we have completed each step of the wellness process. I am not even sure if I got all of the steps completed for this year.

4/22/2015 1:08 PM

Go back to the old system where the health care providers came to each school to do the appraisals.

4/22/2015 1:04 PM

The program is really good now. I appreciate the incentive offered, but who wouldn't want more? My suggestion would be to look into offering the fitness trackers. Some companies offer incentive based on pedometers worn by employees and if you reach certain goals you get different money amounts. It helps with employee fitness.

4/22/2015 1:03 PM

You should have included a question confirming that you "did complete" the CHR.

4/22/2015 1:03 PM

I didn't care for the fact that the money goes towards insurance reduction. I would rather have a lump sum to apply it to whatever I wish. I rarely use my health insurance because it's not that great. I like the health and wellness challenge, but it was easier when everything took place at our school.

4/22/2015 12:58 PM

It's not the amount you give but how you give it. \$20 a month does not make much of a difference, but a large check of \$250 is understandable. That is the reason myself and other are not participating. I also liked it a lot better when you did it at the schools. The test they did three years ago was much better. They need to check your bone density. That is extremely important for women. Also, your lung capacity and strength. I know my school looked forward to it.

4/22/2015 12:57 PM

put an office in the north part of the county



4/22/2015 12:56 PM

It would be great if there was some sort of incentive for those employees who participate in wellness activities outside of school such as races, gym memberships, etc.

4/22/2015 12:49 PM

I feel that the premiums we pay for health insurance are high in comparison to other companies who offer health insurance. Escambia County School District is at the top of the list, in the number of employees for this area; however we have one of the highest insurance rates, with not the best plans being offered. I believe the district should focus on other programs as well as other insurance companies. Better and cheaper plans are available. It needs to be investigated why Escambia County School District employees are not benefiting from these plans. ESP's are spending over half of their earning to keep their health insurance. Teachers are paying over 10% of their salaries for insurance. To keep good employees and good teachers something has to change.

4/22/2015 12:48 PM

The district basically took the \$200 away from us when they raised our medical rate. The wellness program was so much easier to complete when they used to come to us.

4/22/2015 12:46 PM

There needs to be more Saturday appointment hours since most ESPs work two jobs during the week and cannot make it to the center.

4/22/2015 12:45 PM

I don't trust this district with ANYTHING having to do with my personal health information. The only way to keep my private health info private is to not share it at all.

4/22/2015 12:43 PM

Go back to ON-SITE evaluations! I guarantee the turn out was way better.

4/22/2015 12:42 PM

More employees participated when the assessments were offered at the job sites

4/22/2015 12:33 PM

The clinic should take walk in for employees and have extended hours.

4/22/2015 12:32 PM

Define permanent benefit eligible employees. I do not use the District health care insurance. I am eligible for military healthcare and was told that I was not eligible for the bonus.

4/22/2015 12:31 PM

I feel if the district is wanting employees to participate, then they employee should not have to use their own leave time in order to do the required steps to participate, from beginning to ending of the wellness appraisals.

4/22/2015 12:30 PM

Give a monthly bonus to alcohol free, drug free, tobacco free employees who are not overweight. Submit those employees to voluntary but random test.

4/22/2015 12:28 PM

The wellness center needs to have more appointments available especially during wellness appraisal times. I also feel that lab times are not conducive to the number of employees needing lab work done. Lab should be available on weekends and between the hours of 7-7 each day.

4/22/2015 12:25 PM

I think that the district should be able to take information from your general physician as well as their center. For instance- I will have a baby later this year, and be breastfeeding-- I will not be able to 'fast' 8 hours and have blood drawn due to breastfeeding demands of intake and output. So therefore I will not be eligible to receive the bonus next year most likely - even though I am of a healthy weight/active lifestyle/no medications/ no smoking/no alcohol/no drugs/ect.

4/22/2015 12:19 PM

Major reason for not completing Wellness is due to the fasting test. My school is on Extended day. The earliest time of appointment is 6 am. I have a child to drop off for school. Then I need to be my school on time.

4/22/2015 12:19 PM

None. Thank you for everything

4/22/2015 12:19 PM

I think it's a great opportunity and it pays my gym membership!! THANK YOU

4/22/2015 12:18 PM

I was not able to contact marathon health to establish an account and therefore could not complete my health assessment.

4/22/2015 12:18 PM

I would like to see some of the exercise classes offered at a more northern location.

4/22/2015 12:16 PM

Many people had a hard time completing the wellness because of the hours. If you work at an extra hour school, like I do, my hours are 6:45-3:15. I can not make it all the way across town to make it to work on time and go to the health center in the morning. For the fasting portion of the assessment this is especially true because I was not going to fast all day long and then go get blood drawn after school hours. I also think people were more excited and willing to participate when the bonus was given to them, not taken monthly off their health insurance. Many people don't have the district insurance and weren't sure if they could participate or if they would get the incentive at all. In short moving the wellness back to the individual schools, at least for the ones far away or extra hour, and a lump sum incentive would probably increase participation.

4/22/2015 12:16 PM

I had an appointment, but got sick and did not want to miss another day of school with my students to go get it done. Plus, the only time available to me was 11 or 1. I am pregnant so I could no fast that long. Also, since I had recently had my blood taken of there was a way I new about getting my info from my current doctor sent to the school board clinic that would have been easier.

4/22/2015 12:16 PM

Supervisors of personnel and departments should encourage the wellness program more; and allow for employees to take the time to do it when they're schedules are tight. Also, perhaps another location for the clinic and gym would help the North End and North Pensacola employees be able to take advantage of them.

4/22/2015 12:12 PM

One time payment incentive instead of the small monthly increments.

4/22/2015 12:11 PM

Staff has been extremely helpful and pleasant to deal with. More availability to schedule wellness appraisals (and general appts.) after school hours would be helpful.

4/22/2015 12:09 PM

Bring on more providers so we can have appointment times where we do not have to miss work - or do not dock us for leave when we go to the center. If I have to get docked leave to take advantage of a wellness bonus, that amount of time that I lose does not make it worth my time to participate.

4/22/2015 12:09 PM

Stay out of our medical business

4/22/2015 12:07 PM

Make all Saturdays available to employees. My days don't have a spare moment until 5:30 each afternoon and then I am too busy with things at home to go to a Dr. Appt. Saturday's are great for me.

4/22/2015 12:07 PM

As a high school teacher, I had to make my times for appt at the extreme hours available before or after school. If you want to increase participation, you have to account for travel times to the Center, in addition to the school times. Not all employees work close to the Center or can take off during the school day. Suggestion for a substitute to cover a teacher during the day to go to the Center.

4/22/2015 12:06 PM

I have completed it in past years when the nurses came to the schools. I just didn't have time to make an apt. this year.

4/22/2015 12:05 PM

Come to our workplace. Give a choice to either complete at center or workplace.

4/22/2015 12:04 PM

I am an insulin dependent diabetic and I visit my doctor on a regular basis. I don't need to go somewhere else and do the same things over again. The Wellness Center should be able to contact my doctor and confirm that I am getting a personal wellness and without getting any of my personal information.

4/22/2015 12:04 PM

This a great program to implement to because it helps to make us aware of our health issues and get us on track

4/22/2015 12:02 PM

I did participate and have since you started it.

4/22/2015 11:56 AM

Have additional locations--besides the wellness center-- for employees to complete the CHR. Don't tie CHR bonus to insurance premiums--this does nothing for those employees not using district insurance

4/22/2015 11:55 AM

I wanna know more about the 60 points for recertification for stop smoking. I have had to go through an act of congress to find where to start. This is the best program the dist. has had since you did the wellness in the late 90's. We had to do hand grip and flexibility test, I still have that folder form 97 Or 98.i think it was done through Baptist Hosp. I go to the Wellness Center before work and it helps me get through the day. Let people know they can earn points for the time they spend working out. The staff is very helpful.there. It would be a great way to encourage everyone to go through this process. P.S. Explain about the blood draw. I'd went at the start of this thing if I wasn't scared to death of that part. I went for the money but knowing what I know now I would have done it on my own time for free. Thanks for the bonus. I have told at least five teachers to go through the process. It's not that hard or time consuming. THANK YOU ECSD

4/22/2015 11:50 AM

The wellness health review is very beneficial, and has helped me improve my overall health.

4/22/2015 11:47 AM

This \$20 dollar a month bonus is an aggravation. Put it back as a whole bonus payout at one time, so that it is an actual benefit to the employee and not the employer.

4/22/2015 11:47 AM

Extending the hours open is necessary if all of the biometric testing is to be done at the healthcare center. Many teachers stay late at school in the afternoons because of committee meetings or other obligations, and many also have family obligations after school. In years past, biometric testing was done on a designated day at the school site. If this were done again in the future, not only would this solve the problem with limited appointment availability, but also increase teacher participation.

4/22/2015 11:47 AM

It was/is not clear if the program was open to all teachers. Those who teach in my subject area could never find out if the program applied to us. Some of us have after school activities almost every day. Based on where we have to go and the time available, the program would almost have to come to us in order to make it viable for us (or the bonus is going to have to be raised high enough to make it worth the considerable effort). I get a flu shot every year because the nurses come to our school to provide it. It costs me money but it is easier than going to the Navy Base where I get it for free.

4/22/2015 11:44 AM

I participate in the Wellness Appraisal each year and would continue to even if there was not a monetary bonus involved. The information I get each year on my health and fitness progress is very valuable. I appreciate the opportunity you provide for employees to participate and hope you continue to do so.

4/22/2015 11:44 AM

I don't want to have to hear a lecture about losing weight every year in order to get a few bucks each month. I feel like I'm going in for an appointment with my mother. I don't want health coaching. I'm intelligent enough to figure out how to lose weight and I already know I need to do it. Just mail me my results and ask me what I need. It is humiliating.

4/22/2015 11:44 AM

I did complete the CHR process this year.

4/22/2015 11:44 AM

It would be better to get the complete bonus at one time. I did not like having to take off work twice to complete the WELLNESS APPRAISAL.

4/22/2015 11:44 AM

do not know why we have to make \$25. co pay. my husband works for county and they do not have to make a co pay.

4/22/2015 11:43 AM

I appreciate the bonus offered to participating employees. I had a co-worker not participate because she didn't think she would qualify for the bonus if she occasionally smokes cigarettes. I don't remember this being mentioned, maybe because I don't smoke and didn't pay attention to that part. I know that last year there was an additional bonus if you pass the nicotine test, as a non-smoker. But smokers will get the base bonus. It may help to mention this topic when sending out information.

4/22/2015 11:42 AM

The emails that come out about this are very confusing. We don't know if you are talking about the clinic or the gym. Their names are too similar. It may make sense to you who work with this all the time but not to us. Also, it would be great if the emails were only sent out to the affected groups. In other words, don't send an e-mail to everybody saying, "If you have not already ...". Instead, only send that email to the employees who need to see it. I applaud your attempt to make this work but the whole process is confusing.

4/22/2015 11:40 AM

Is it possible to have a block of time in certain parts of the district for the Wellness Appraisal? I know the Wellness Center is centrally located but, not for everyone. Thanks

4/22/2015 11:40 AM

I am grateful for being able to have the health checkup with this every year. Thanks for offering it to us!

4/22/2015 11:39 AM

Great people to work with. The "check list" for the things we must do to get our bonus should be easier to access.

4/22/2015 11:38 AM

I am a cancer survivor and currently do all my blood work (Way more the what is required for this program) between my oncologist and primary doctor. I believe that proof of that visit with my primary doctor to review blood work (that is fasting and includes the choloesterol/sugar etc.) should be sufficient especially for someone who already has extra doctor appointments and wants to keep my risk of unnecessary exposure down. I have tried to go online and make an appointment twice and there wasn't a time that was available that I could attend. My oncologist still wants me to call his office prior to seeing anyone else even when I am certain I just have a sinus infection. He gives the ok for me to see my primary doctor and they communicate. I think there are unique needs for those of us in this situation and those should be considered when meeting the requirements.

4/22/2015 11:36 AM

Even with the earliest appointment time I really had to rush to get to work.

4/22/2015 11:36 AM

1. I have a physician who monitors my health and requires blood draws annually. One more blood draw for the purpose of what? One more physical for the purpose of what? Both would require time and money spent, when I already have the results I need to know.

4/22/2015 11:36 AM

I have completed the Wellness process.

4/22/2015 11:35 AM

I complete the PWAP each year because my health is important to me. I can only imagine how frustrating it is when people don't care about their own health enough to complete a simple, annual physical! Thank you for the option

4/22/2015 11:33 AM

I have heard from more than one employee that they do not have very many openings for the sick due to the wellness appointments, so I haven't bothered to try the Center.

4/22/2015 11:33 AM

I have insurance through my spouse with Escambia County Sheriff's office. Am I eligible for the program?

4/22/2015 11:33 AM

Originally the increase in our insurance of 20 dollars was to be crossed out by the bonus on the health and wellness CHR. However, we should not be getting taxed for a "bonus". It needs to be as a "gift" because in the retro pay amount we received of \$73 vs. the full advertised amount of \$80 that we signed up to receive. When our insurance is taken out on us monthly that 130 is a direct amount, not taxed. And that is my point. Also, pertaining to the sexual life questions and how personal those can be there needs to be an increase in the bonus if you want people to answer truthfully. Also, I do question the confidentiality in this program as well because it is fine to promote health and wellness, but at what point will these surveys and tests play against the employee especially because this is a District Program by a 3rd party vs. A basic family doctor that is listed in our insurance that is meant to uphold confidentiality.

4/22/2015 11:32 AM

Have walk in appointments at the Heath center like Escambia County offers their employees at their Health clinic.

4/22/2015 11:31 AM

I took part in the Wellness Program when the incentive was distributed in one lump sum. I was not interested in receiving \$20 (or whatever the amt was) a month. I know it probably worked out to the same amt., but one big check was more motivating than a bunch of little ones.

4/22/2015 11:30 AM

I was put on a wait list for an appointment one time. No one ever called me back. I ended up seeing my regular doctor a week later. It would be nice to have more options for where to go for an appointment. The north end of the county is always left out when programs are created. Everything seems to be centered and convenient for those around the downtown and surrounding areas.

4/22/2015 11:30 AM

Give the money in a lump sum instead of throughout the year. I know several people who would have done it for less of they could have all the money at one time.



4/22/2015 11:30 AM

Even though it is open early, many teachers can not get to that side of town and back in time for classes. Saturdays are usually booked quickly, having one Saturday a month open all day would be beneficial.

4/22/2015 11:29 AM

I took the challenge

4/22/2015 11:29 AM

Paying the bonus in one check is a lot more appealing to staff members. I did the screening, but I heard a lot of the staff mentioning that they looked forward to the larger check in the past.

4/22/2015 11:28 AM

I love the incentive program! Thank you for taking the time to invest in our health:) I will say that I was a little disappointed with the break down of the \$20 a month. I think the lump sum was more motivating...just a trick of the mind, but \$200 is more exciting than \$20 a month:)

4/22/2015 11:28 AM

What if instead of asking employees to schedule appointments in accordance with their last name, we encouraged participation by locations. May be more effective if we can put flyers up at different locations: ex: advertise at School a, b, c... to go in Sept., location e, f, g, h Oct. May also help with the bottle neck in February and March.

4/22/2015 11:27 AM

I would like to see them add a bone screening .

4/22/2015 11:26 AM

bonus should be paid when all components are completed, not monthly.

4/22/2015 11:26 AM

It is not convenient for employees in the north end of the county to go to Marathon Health. If the blood work and the consultation are not completed, you don't receive the bonus money; If the doctor is busy or has a prior appointment, they won't do the consultation and expect you to come back. The results are given online with very detailed descriptions. The doctor basically just reads you the results in the consultation, so it should not make a difference. This has happened to several people, and it is very inconvenient.

4/22/2015 11:23 AM

Exactly who does see the information? Laws are broken. Data loss and theft occurs within highly secure Federal government data collection systems. HIPAA does not prevent those problems with regards to medical records.

4/22/2015 11:22 AM

Bring the screenings back to the schools especially on the North End it is hard to get to the center during the week.

4/22/2015 11:21 AM

It would be great if we could get a break on our insurance or out of pocket expense.

4/22/2015 11:21 AM

The people at the center need customer service skills. Why do they have a job? Because we exist!

4/22/2015 11:20 AM

I did participate, and have done so for all years it has been available. I appreciate the school district's effort to enhance my health and life. Thank you.

4/22/2015 11:20 AM

I did not complete question one because I DID participate this year.

4/22/2015 11:20 AM

a satellite location in Cantonment

4/22/2015 11:19 AM

The staff at the center is very professional and the atmosphere is top of the line. Dr. Alexander is very informative and helpful.

4/22/2015 11:19 AM

I did not answer some questions because none of the answers apply. I use Marathon for my blood work ordered by me physician. I undergo a health review EVERY SIX MONTHS as I am a diabetic & see my doctor at those times. Do I get credit for this? If not, needs to be fixed.

4/22/2015 11:19 AM

It is very hard to go to the wellness center in the morning before teaching as I work further away. If it was offered later hours, weekend hours, or blood was taken at schools as in the past I believe

there would be more participation. Also teachers preferred to get the money in one lump sum not a little every paycheck.

4/22/2015 11:19 AM

The finger prick for the cholesterol test was inaccurate according to the blood draw test my doctor did the same week. According to the finger prick everything was great! According to the blood draw my bad cholesterol was too high. I also liked when the screening was completed at each school, rather than going to the clinic. Middle school work hours make it difficult to get my personal children off to school and making an appointment before my work day impossible. Also the later middle school hours make getting to an afternoon appointment nearly impossible. I was able to schedule my appointment for a Saturday, but missed out on a family function to make the appointments.

4/22/2015 11:18 AM

Extend the hours of the employee fitness/recreation facilities at the old Brown Barge MS.

4/22/2015 11:18 AM

Instead of spreading the payment out over the course of the year, I would like to see a one-time payout the month following completion of the CHR Process. The \$240 is more than last year's \$200, but after taxes receiving the bonus on a 12 month payout is laughable. This only accounts for an extra \$16 a month, which is hardly noticeable. A lump sum payment would make the incentive truly feel like a bonus and I would actually be able to treat myself/family to a treat/bonus.

4/22/2015 11:18 AM

(I did participate. Question 1 did not offer that option.) I am pleased that the service is offered AND I appreciate the bonus opportunity. Thank you!

4/22/2015 11:17 AM

Come to work sites

4/22/2015 11:17 AM

Please tell us how much if any the district saves in health insurance premiums by employee participation in the program. And how much if any is passed along to the employees

4/22/2015 11:16 AM

I assumed it was only for employees that are currently enrolled in the district health insurance plan. As I am covered under my husband's insurance I assume this doesn't apply to me. That would be nice to clarify.

4/22/2015 11:15 AM

I complete the health assessment each year, as well as this year. I preferred the one bonus check rather than it being split up throughout the year. \$20 a month doesn't seem worth it but one larger check does.

4/22/2015 11:15 AM

Very pleased with the services received at the Health & Wellness Center for both myself and my husband. Sick visits are quick and convenient with a thorough exam and meds given at no extra cost. Appreciate the service.

4/22/2015 11:15 AM

I think the amount of the bonus won't matter. Either people will want to participate or they won't. I think it is a great opportunity for us as teachers and I am grateful!

4/22/2015 11:15 AM

List steps to participating in a clear manner.

4/22/2015 11:14 AM

I appreciate any incentive the district extends. I would like to see more health/wellness activities within the schools for the faculty/staff.

4/22/2015 11:14 AM

No.

4/22/2015 11:13 AM

The Wellness Center has been a wonderful addition to our district.

4/22/2015 11:13 AM

No

4/22/2015 11:13 AM

I completed the wellness assessment and am very disappointed that my information wasn't sent to the Payroll Department in a timely manner. I am the Bargaining Chairperson for non-instructional and this looks bad for the whole group. There needs to be some way that employees receive something that their assessment has been completed and sent to Payroll/ Risk Management.

4/22/2015 11:13 AM

Make sure employees understand that the health and wellness benefits are not in anyway affecting their insurance benefits and job security. Many people think it is some sort of way to find out who is costing the district too much money.

4/22/2015 11:11 AM

I didn't participate because I smoke. I don't have time to go to classes. You need to provide smoking cessation classes online.

4/22/2015 11:11 AM

I did participate, but it was very difficult to find time. I feel more people would participate if it was brought back to the school location. It is a 45 minute drive to the clinic (one way)from where I live/work. Others are in the same situation. It is especially hard when one has children to make arrangements to get in when an appointment is available.

4/22/2015 11:11 AM

Be more informative to those employees who smoke and let them know that they will not receive the benefits unless they complete a course, which they were NOT informed of until the day that the incentive was deposited into everyone else's bank accounts. Also offer the same as above to those who are obese or have eating disorders or alcoholism. This is a discrimination against those who smoke. This is unfair. They never informed the employees in our location that they would not be receiving the incentive, so it isn't worth it to them to have done the process. It was a waste of time for those to do it and still not receive anything in return.

4/22/2015 11:11 AM

I was happy that the bonus was issued in a separate check so that less taxes were taken out. Maybe if you complete the assessment instead of money in hand it could offset your insurance amount deducted?

4/22/2015 11:11 AM

I do not have insurance through the school district, so there was not a clear way to receive compensation for completing the program.

4/22/2015 11:11 AM

Great place to go when sick since going to see your regular doctor is not always available at that time or for several days.

4/22/2015 11:11 AM

Couldn't answer 1-3 because I already participate - bonus is nice but I do it more for my health benefits

4/22/2015 11:10 AM

I'm grateful for the opportunity that the School District offers its employees. Keep up the good work!

4/22/2015 11:10 AM

I feel that breaking the amount of the bonus into monthly payments defeats the purpose. People don't feel as if they have gotten a "bonus." A separate check in the amount of the bonus would have given me and plenty others I have talked to the incentive to get the wellness appraisal.

4/22/2015 11:09 AM

MORE INTENSE SCREENINGS...LUNG CAPACITY...OSTEOPOROSIS... MORE SCREENING RELEVANT TO AGE

4/22/2015 11:08 AM

It would be more impactful if the bonus was paid in a lump sum as it was a few years ago. I participated then. \$20/month really doesn't have an impact on the amount of money that I have to spend on a monthly basis.

4/22/2015 11:08 AM

Send reps to schools for faculty meetings. Staff get too many emails that are easily overlooked if not directly related to the school's activities.

4/22/2015 11:07 AM

Many people don't participate because they think the District will be able to know information about them. I don't think they are able to be convinced otherwise. I think it is a great program. I do it for the money but also for the screening because I don't have to go to the doctor very often so don't get blood work, etc. done very often.

4/22/2015 11:07 AM

larger facility is needed

4/22/2015 11:06 AM

I always participated when you came to the school. A bonus is not what motivated me. However, It's too far for Northend employees that do not live in the Pensacola area. The bonus amount is not enough for me to get a sub and drive down there two times. I tried to make a health screening

appointment and it was too difficult for me. I teach and coach after school. I really liked it when they came to the school. Could you consider that for the Northend? Thanks! I'm sure you still provide a nice service.

4/22/2015 11:06 AM

Please have more appointment times available.

4/22/2015 11:06 AM

For those of us who are school based employees, appointments before and after "the school day" are needed.

4/22/2015 11:05 AM

It would be nice if we could get all our lab work done there instead of going to Lapcorp.

4/22/2015 11:05 AM

Put more cardio equipment in the district's gym.

4/22/2015 11:04 AM

Although we do not mind getting a bonus, my wife and I would get the annual screening and evaluation without a bonus. Scheduling the assessments alphabetically prevented us from completing the steps until late March. We would have done the assessments in September had they been available to us at that time. This may have filled some last minute time slots for reluctant participants nearer the deadline.

4/22/2015 11:04 AM

I have been several times. Twice for sinus infections, I asked for antibiotics and they informed me to buy a sinus kettle pot. I was not given antibiotics. I have suffered with sinus infections from 30 plus years of my life and the only thing that clears it up is antibiotics. I have not been back since that last visit in April 2014.

4/22/2015 11:04 AM

Just disappointed it is the same cost for an office visit as our primary care physician. There is no incentive to use the clinic when there is no difference from our doctor. If that was not the case, I would utilize it much more often.

4/22/2015 11:03 AM

I completed the CHR and appreciate the opportunity our district provided.

4/22/2015 11:02 AM

The only set-back for the schools in the North-end of the county is the drive to the clinic. If something was closer, we may have better participation. It was great when the nurses came to our school. I have always and will always participate - incentive or not.

4/22/2015 11:02 AM

The incentive was better as a one time amount rather than \$20 per month.

4/22/2015 11:02 AM

wellness bonus needs to be paid separately. I did this but have no idea if I really received the bonus since everything is digital-this incentive is not tangible.

4/22/2015 11:02 AM

The Wellness Center works very hard to make convenient appointments and to get you in and out quickly!

4/22/2015 11:02 AM

We keep throwing out the being concerned about the health and well-being of the county employees (Ex: tobacco rules) but in every school I have worked there are serious mold issues. I have to pay an allergist money to get allergy shot every month because we cant keep mold out of our schools.

4/22/2015 11:02 AM

If I am not part of the counties health care program I can't get the bonus so I don't participate. I would say I am reasonably healthy for my age and my fitness exceeds 80% of the employees in the county yet I don't benefit from a health incentive because I am in Tricare Prime. If I could bring a physical from my doctor I would participate in the program as long as my information stayed with me and my doctor.

4/22/2015 11:01 AM

I was never able to compete the on-line evaluation. It would not let me sign-up. When I called the number I never got through to someone who could help me with the situation. The clinic is great!

4/22/2015 11:01 AM

allow marathon health to perform primary doctor services would be a HUGE benefit.

4/22/2015 11:01 AM



Getting the bonus at \$20.00 a month is stupid!

4/22/2015 11:00 AM

Have the wellness checks occur at the school site

4/22/2015 11:00 AM

More times available for appointments. More exams available.

4/22/2015 11:00 AM

More available appointment times for employees with illness visits

4/22/2015 11:00 AM

I just kept for getting about doing this and finding the time to do it. I think it's a great Idea I will defiantly be participating next year.

4/22/2015 11:00 AM