

## MU's Isabel Pino Offers Hope to WV Children

In this day of modern technology, it is difficult to accept that there are families living in rural area homes with no running water or telephone service, no vehicle for transportation, and no money for luxuries ... or health care. However, in the midst of this, there is a shining ray of light – Dr. Isabel Pino.

Pino is an assistant professor at Marshall University's School of Medicine. She has also, for the past 8½ years, traveled the narrow, winding roads between Huntington and 8 rural West Virginia areas to bring medical care to some of the State's neediest children.

Pino and a small staff (a medical resident, 2 nurses, and a driver) make their way to the children by setting up primarily at schools in the different areas each Tuesday and Thursday (according to a schedule) in a 34-foot blue van which has been converted into a fully operational mobile pediatric unit. The van is one of 18 provided nationally by the Chil-

dren's Health Fund, a project based in New York City that brings pediatricians to indigent and uninsured



*Dr. Isabel Pino examines one of "her" children. "I think of these children as my children," she says. Photo courtesy of Dr. Pino.*

children. The fund was founded in 1987 by singer-songwriter Paul Simon and Dr. Irwin Redlener, a New York pediatrician (Dr. Redlener gained national attention as a consulting physician in the Elian Gonzalez case). Simon donated \$85,000 for the first van, which still

treats children in New York City; the remaining vans, including the one used by Pino, were purchased through funds raised by donations and benefit concerts featuring well-known celebrities.

The West Virginia pediatric mobile clinic began in 1992. Senator Jay Rockefeller donated \$50,000 for the program. Once it began, it took about a year and half for people to get used to using it. Now, the children anxiously look forward to visits by Pino and her staff.

Pino, who immigrated from Cuba with her family back in the early 1960's (ironically, from the same hometown as Elian Gonzales), has been with the West Virginia program from the very first. She received a call in 1991 from her brother, Eduardo, who is also an assistant professor at Marshall's School of Medicine. He told her about an opening for a director of an ambulatory clinic and asked her if she'd like to try it. Pino accepted the post, and the mobile clinic made it's first visit in January, 1992.

Pino and her staff provide everything from routine checkups to asthma treatments to assisting at one time with the chemotherapy treatments for a juvenile cancer patient. Pino combines her treatment with both a wonderful sense of humor and a genuine caring for the children. While peering into the nose of a little boy, she may say to him that she sees a cartoon character danc-

## DOP Amends Increment Policy

Effective July 1, 2000, the Division of Personnel adopted amendments to the Annual Increment Policy (Policy DOP-P5) which were approved by the State Personnel Board.

A major change deals with the annual increment payment for employees who have been off the payroll for part of the fiscal year. Previously, the annual increment payment was reduced based on the amount of time an employee was off the payroll. Effective July 1, employees will be paid the full share of annual increment, based on their years of service, even if they have been off the payroll for part of the year. The time off the payroll,

## INCREMENT – Continued from Page 1

however, will not count as credit for years of service. Confused? Perhaps this example will help.

- ◆ *An employee has 15 years 3 months of eligible service as of June 30, 2000. He will be off the payroll for 5 months in the next fiscal year.*

**July, 2000 Annual Increment: \$750, calculated as follows:**

15 full years of service X \$50 per year: \$750

**July, 2001 Annual Increment: \$750, calculated as follows:**

Service through June 30, 2000: 15 years 03 months

Additional Service through June 30, 2001: 00 years 07 months  
(12 months - 5 months)

Total Service as of June 30, 2001: 15 years 10 months

15 full years of service X \$50 per year: \$750

Other significant changes were necessary to clarify existing policy provisions. These amendments specify that:

- ◆ An employee who does not work for an entire fiscal year will not receive an annual increment check.
- ◆ The annual increment amount is based on **FULL** years of service, and
- ◆ Employees will not earn credit for years of service when absent without pay (personal or medical leave of absence without pay, suspension, or unauthorized leave).

Another clarification involves employees who separate from employment. An employee who leaves will be paid a pro-rated annual increment. For example:

- ◆ *An employee has 9 years 11 months of eligible service as of June 30, 2000 and then resigns on August 31, 2000.*

**July, 2000 Annual Increment: \$450, calculated as follows:**

9 full years of service X \$50 per year: \$450

**Increment due upon resignation (August 31, 2000): \$83.32**

She will receive a pro-rated share of the annual increment, calculated as follows:

Total Service Through June 30, 2000: 09 years 11 months

Additional Service Through August 31, 2000: 00 years 02 months

Total Years of Service as of August 31, 2000: 10 years 01 month

Total Full Annual Increment: \$500

(10 full years X \$50 per year = \$500)

Monthly Rate of Increment Entitlement: \$41.66

(\$500 total increment ÷ 12 months = \$41.66 per month)

Pro-rated Annual Increment Entitlement: \$83.32

(\$41.66 month entitlement X 2 months = \$83.32)

If you have any questions about your annual increment, contact your agency payroll coordinator first. For further assistance, please call the Division of Personnel's Employee Relations Section at 558-3950, ext. 511. To view the entire Annual Increment Policy on the internet, visit the Division of Personnel's website (See Net Gain column on Page 3).

*Take a break! Enjoy a day off on Labor Day, September 4*

## PINO – Cont. from Page 1

ing; with the next little girl, Pino will tell her how pretty her hair is. And her dedication doesn't stop with the immediate medical care. She inquires about each child's progress in school and provides them with information about nutrition, safety, and preventive health care.

The mobile clinic works with Valley Health Systems, a local network of community health centers that is also a long-standing partner with the State's Bureau for Public Health in its effort to provide health care to our citizens. According to Pat Moss, Director of the Division of Maternal and Child Health, Dr. Pino is a crucial element in making health care more accessible.

Moss elaborated, "In the 1970's, we attempted a program that took health care to individuals who weren't able to reach it otherwise. The program didn't make it. Dr. Pino has succeeded in doing that. Her enthusiasm, dedication, and willingness to do whatever it takes to get the job done has had a dramatic positive effect on the children."

Pino's success led to an inspiring article in the November 29, 1999 issue of *People Magazine*. In March, 2000, she was one of only 5 recipients of the Pride in the Profession Award, given by the American Medical Association in association with the Pfizer Medical Humanities Initiative.



### KIDS NEED MORE CALCIUM!

The fight against osteoporosis begins in childhood, according to a panel convened by the National Institutes of Health. The panel says calcium, vitamin D, and exercise build bone mass; but, unfortunately, in the U.S., only 10% of girls and 25% of boys ages 9-17 get enough calcium. Encourage your children to drink low-fat white OR CHOCOLATE milk, fortified juices, and low-fat ice cream for a healthy future.

# Got Jobs?

Contributed by Deena Ellison of the Division of Rehabilitation Services

During fiscal year 1999, the West Virginia Division of Rehabilitation Services (DRS) enabled nearly 3,000 people with disabilities to successfully reach their vocational goals, and provided one or more services to almost 15,000 individuals. Success would not have been possible without the great support of the employers in West Virginia who are willing to 'take a chance' on a person with a disability. Many employers are hesitant to hire someone that challenges the 'normal' hiring process with special accommodations or job coaches. Those who do often find, not only an excellent employee, but an interesting, motivated individual who just happens to have a disability.

DRS recently hosted 7 award ceremonies for employers statewide who have shown their commitment to hiring people with disabilities. The Business Awards "People Power Profits" dinners and luncheons were held in various locations throughout

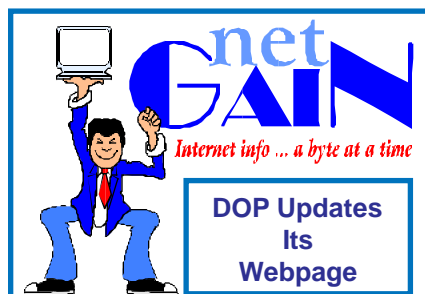
the State beginning in April and ending in June. Each dinner served a wide array of business partners, rehabilitation professionals, and currently employed, former rehabilitation clients.

One employer in each district was selected as the 1999 Employer of the Year. Five employers in each district received the 1999 Outstanding Employer Awards. These awards were given to recognize a serious commitment to the employment of people with disabilities.

Those businesses honored were Ticketmaster and Heartland of Charleston; Charleston Marriott; Wal-Mart of Ripley; Logan Motor

Sales of Logan; Goodwill Industries of the Kanawha Valley; Criminal Justice Information Services, Electrical Systems, Inc., and Job Squad, Inc., in Clarksburg; Richard Bell, Foodland Supermarkets, and West Virginia University in Morgantown; New Frontiers Consultants in Grafton; Homer Laughlin China Company in Newell; Teletech in Moundsville; Wheeling Hospital; Bill Forbes Chevrolet in New Martinsville; Bell Chevrolet in Sistersville; The Lawn Barber in Weirton; Princeton Community Hos-

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The Division of Personnel webpage address will change in the near future. The missing 'n' in 'personel' has been found! Soon, the main webpage address will change:

FROM: [www.state.wv.us/admin/personel](http://www.state.wv.us/admin/personel)  
TO: [www.state.wv.us/admin/personnel](http://www.state.wv.us/admin/personnel)

To view the updated Annual Increment Policy, go to the DOP webpage, click on the Employee Relations Section link, click on policies, then click on Annual Increment.

*From the Director of Personnel...*

## Share the Work, Share the Glory

*"Coming together is a beginning. Keeping together is progress. Working together is success."*

*-Henry Ford*

**T**eams have been around for some time now, but the ins and outs of teamwork continue to be the stuff of discussion. Check these recommendations, and you could find your team experience more rewarding:

- ◆ Compete with yourself, not with your team members. Set your own personal standards and see if you can meet or exceed them.
- ◆ Place a high value on your contribution. You are an expert in what you do. Be open for suggestions from others, but remember that you play a valuable role.
- ◆ Do your part in a timely manner. Try your best to get your work accomplished so no one has to wait for it.
- ◆ Be polite. "Please" and "Thank you" are not just old-hat expressions. Grease the wheels of cooperation with courtesy and consideration.
- ◆ Don't take people for granted. Your team members intend to do their part, but remember that without them, the job wouldn't get done. Place as high a value on the contribution of others as you do your own. The extra effort you put into building good relationships with people returns to you in many positive ways. Goods deeds come back like "bread upon the water."

*Joe E. Smith*  
Joe E. Smith  
Division of Personnel

# The Speed of Light 2000

The Speed of Light 2000, the 2000 West Virginia Information Technology Conference and Exposition is coming to the Grand Hall of the Charleston Civic Center on September 26 and 27, 2000.

This conference and expo is a showcase event where State agencies, educational institutions, State and local governments, and the business sector can learn about the exciting changes in computers, software, telecommunications systems, and the companies that provide them.

Registration for the event is open to all State and local government employees, education employees, and the general public. The cost for this 2-day event is \$50 for entrance into all of the sessions and seminars. There is a \$5 walk-in fee to visit the expo.

This year's conference theme is **TEAMWORK: Together in the New Millennium**. Conference topics include State Strategies for the New Economy, Workforce Development, GIS, and an Internet Summit.

Keynote speakers from AOL and IBM will kick-off each day. Ses-



**TEAMWORK: TOGETHER  
IN THE NEW MILLENNIUM**

sions will cover the State's strategic technology plans for the coming year.

A special event this year is the "Lessons from Leaders" luncheon, which will bring school students and teachers from around the state to hear key leaders of industry discuss the issues facing technology businesses.

Tuesday evening will feature a reception for exhibitors and conference attendees and Wednesday will feature the Annual Governor's IT Awards Luncheon.

You can register online at <http://www.eWVattheSpeedofLight.com> or call 558-3784. For more details, contact Karla Trent by phone at the number above or e-mail her at [ktrent@governor.state.wv.us](mailto:ktrent@governor.state.wv.us).

## JOBS – Continued from Page 3

pital; Springhaven in Princeton; Kroger in Oak Hill; Wyoming County Opportunity Council in Oceana; Green Tree Engineering in Welch; Ryan's Family Steak House in Beckley; Standard Alarm, The Olive Garden, Tri-Data, Inc., AMS, and Sitel Corporation in Huntington; Wal-Mart in Gallopolis, Ohio; Mineral Daily News Tribune and Wee Care Day Care in Keyser; WV Department of Agriculture and Wampler-Longacre Foods in Moorefield; Wal-Mart in Charles Town; Gourmet Central in Romney; Dairy Queen and Up the Creek Restaurant in Summersville; Weyer-haeuser in Sutton; Coastal Lumber Company in Buckhannon; British United Turkeys of America in Lewisburg; and Pocahontas Continuous Care Center in Marlinton.

When a person with a disability is hired, the company profits, the individual profits, and the State profits! When a person with a disability goes to work, \$3 in taxes are gained for every dollar spent on rehabilitation. The individual is no longer depending on the system and the company gains a valuable skilled employee. If you are interested in hiring a person with a disability or learning more about the options available to employers, please contact your local DRS office.


## Pencil In ...



The Alzheimer's Association has scheduled its **Memory Walk** in 6 locations: Elkins (9/30); Huntington, Beckley, and Oak Hill (10/7); and Charleston (10/8). Put together a team, or join an existing team. Call Nancy Cipoletti at 343-2717 or 1-800-491-2717 for more information.

A new exhibition, **Contemporary Art in West Virginia: Kenneth Westfall, Potter**, will be on display in the balcony Gallery of the Cultural Center, State Capitol complex in Charleston, when the West Virginia Division of Culture and History hosts a reception for the artist on Thursday, Sept. 7, from 5:30-7 P.M. The reception is free and open to the public. The exhibition will remain on display through November 5, 2000.



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