

## State Police Continue Making Strides in Marijuana Eradication

Some 20 or so years ago, the West Virginia State Police (WVSP) became keenly aware of the need to focus on what was the State's growing marijuana problem. The very high humidity we often experience during the summer months, along with the mountainous, rural terrain, made the ideal combination of weather and secluded, out-of-the-way areas for growers.

Since that time, troopers have made improved and distinguished progress with their efforts – to the point that in 2010, West Virginia ranked second in the U.S. for marijuana eradication. In that year, the WVSP found and destroyed over 420,000 plants and made approximately 180 felony arrests. What state ranked first? California, with over one million plants!

In 2011, the numbers for both plants and arrests are lower. This year saw 185,000 plants recovered and destroyed, yet, interestingly, the number of felony arrests didn't fall by much. Troopers were able to effect 160 felony arrests. Many of the finds and arrests were in southern

West Virginia, which continues to be a stronghold for this activity.

According to Sgt. Michael Smith of the WVSP, several factors account for the decreased number of plants this year. One primary reason lies with the success of past years.

"We've been very successful over the past several years in ridding many of the large growing fields. This has lead growers to plant smaller fields to try and avoid aerial detection. Fortunately, their success has been limited," Smith said.

In addition, Smith cites the particularly rainy weather we experienced this spring, which made it too wet to plant.

The eradication season figures come from January through October. Most plants are started indoors – just like tomato and other legal plants – and are moved outdoors in the spring. Growers harvest their illegal crops before the first frost, and before hunting season, to avoid a hunter's accidental discovery.

Col. Jay Smithers, who heads up the State Police, says that troopers use helicopters and other tools to

locate the clandestine operations. In addition, he says, they rely on tips and observances from the public.

When an area is found, officers descend from the helicopters or approach on foot to cut down the plants, which are then taken to a central spot and destroyed.

These efforts aren't without serious danger. Troopers must always be extremely cautious. They have, on occasion, encountered gunfire and deadly booby-traps.

When asked about the street value of this year's seizures, Sgt. Smith said an average plant that has reached maximum growth will bring in as much as \$2,000. This means that an estimated \$370,000,000 worth was kept off the streets. Smith cautions that not all plants recovered are fully mature and that the \$2,000 figure is an average that takes into consideration the varying levels of plant maturity.

The rankings for this year aren't complete yet, but Smith feels confident that while West Virginia may not rank second again, we should still fall within the top five.



*The West Virginia State Police recovered and destroyed 185,000 marijuana plants in 2011, keeping around \$370 million worth off the streets. Photos courtesy of the West Virginia State Police.*



Attention College Students and Potential Employers:

## It's Time to Think About the Governor's Internship Program!

It's time for college students and potential employers alike to start thinking about the West Virginia Governor's Internship Program (WVGIP).

The WVGIP is a program that began in 1989 to assist eligible college students with finding meaningful work during their summer breaks. Students work 9- to 13-week paid internships (making at least minimum wage), with the program's goal being to match students' interests with the needs of private businesses, non-profit organizations, and government agencies.

The program is open to students of accredited West Virginia colleges/universities and West Virginia residents who attend accredited colleges/universities elsewhere. Students must have completed at least one academic year of accredited study by this June and have earned a cumulative GPA of 3.0 or higher. Materials needed are a completed application (submitted online), a current transcript (official or unofficial), and two letters of recommendation from people who can provide program suitability recommendations. The transcript and recommendation letters should be available but not submitted until and unless the student receives a request for them.

Anyone interested in WVGIP summer employment should *visit the WVGIP website ([www.wv.gov/gip/](http://www.wv.gov/gip/)) for complete program guidelines. Check the website frequently to watch for application information and deadlines. If interested, don't wait until the last minute! Gather your transcript and recommendation letters now. The intern process is highly competitive and the time frame in which to submit applications is short.* Please note: The number of students applying is usually more than the number of positions available; therefore, not all students will be interviewed, an interview does not guarantee employment.



West Virginia  
**GOVERNOR'S**  
INTERNSHIP PROGRAM

College students looking for summer work may apply to the Governor's Internship Program. The program offers high-achieving students an opportunity to get real-world experience. For information and requirements, or to apply, visit

[www.wv.gov/gip/](http://www.wv.gov/gip/)

**Put away  
the briefcases,  
laptops, and  
cell phones!**

Schedule time to attend the 2012 Women's Day at the Legislature and celebrate the West Virginia Women's Commission's (WVWC) 35th Anniversary!

This coming year's event will cover two days: February 6 and 7, 2012. February 6 will take place at Embassy Suites, with a Legislative reception at the end of the day. February 7 will feature a breakfast at the State Culture Center, followed by workshops held at the State Training Center located in Building 7.

A variety of workshops will include topics like elder care and small business certification, among others. The WVWC is also collaborating with the Black Diamond Girl Scout Council, which is celebrating its 100th Anniversary this year, to produce workshops geared to "girls waiting to be women."

Don't miss your opportunity to participate and learn. For more, contact the West Virginia Women's Commission at 304-558-0070.



**Attend  
Women's Day  
at the  
Legislature!**

**Celebrating the  
Women's Commission's 35th Anniversary!**



**ON ANOTHER NOTE ...**

**Congratulations Are in Order!**

The WVWC had its bid accepted to hold the National Association of Women's Commission Conference in Charleston this year. Women across the country will meet at Embassy Suites from July 25-29, 2012. The WVWC staff extends its sincere appreciation to First Lady Joanne Jaeger Tomblin, State Legislators, Secretary of State Natalie Tennant, Charleston Mayor Danny Jones, and many organizations who wrote letters on their behalf. In addition, appreciation is extended to Jennifer Brown of the Charleston Visitors and Convention Bureau for her help in preparing the proposal.



# Searching for Treasures? Try the State Treasurer's Office Online Auctions for Unclaimed Property!

Contributed by Greg Stone of the State Treasurer's Office.

State Treasurer John Perdue's first of several online unclaimed property auctions grossed nearly \$40,000 in proceeds for property owners.

The high-bid items through the first eight auctions were three gold commemorative coins selling at over \$1,000 each. Coins are the highest percentage of items available for sale. Jewelry so far has sold at the highest overall percentage of dollars to pieces.

Net funds collected from the auction go into the accounts of property owners who left behind safe deposit box contents such as jewelry and other heirlooms. All items auctioned online were taken from such boxes. Auction proceeds remain in the name of the account owner in hopes he or she will be found.

Those wishing to review and bid on auction items should head to [www.westvirginiaunclaimedproperty.org](http://www.westvirginiaunclaimedproperty.org). All it takes to bid is the establishment of a user name and password.

"We encourage all Mountain State residents to log on and see if something might interest them," Treasurer Perdue said. "Those with an eye toward collecting might be surprised by some of the things we've accumulated through our unclaimed property program."

Safe deposit box contents are turned over by banks or other entities every five years, after a certain dormancy period. When the Treasurer's Office no longer has room to house the items, an auction is held.

In the past, Treasurer Perdue held physical auctions for the property. Earlier this year, the online version began. Early returns from the online auctions show net proceeds comparable to past physical auctions, without the complications of setting up a site for a one-day event.

"We're happy we've gone this direction," Treasurer Perdue said. "It's been a good decision – one which maximizes results for the property holder."

[click below for more](#)



## Work Continues on PLANS Project

The PLANS Project is progressing well. Employees may not have actually "seen" any action since completing their Job Content Questionnaires (JCQ), but don't think for one moment that we haven't been busy! There's been a tremendous amount of work going on!

All JCQs have been reviewed and analyzed, and a Job Evaluation Committee, consisting of representatives from various agencies and occupations, has completed evaluating them by assigning Hay factor points.

Now that all the analysis and evaluation work is done, the Division of Personnel and the Hay Group are developing the new classification

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## IRS Makes Cost-of-Living Adjustments for 2012

Under cost-of-living adjustments implemented by the Internal Revenue Service (IRS) for 2012, a number of changes were made. Two important changes include an increase in the cap amount of 401(k) contributions, and changes in standard deductions and personal exemptions.

In 2012, people will be able to contribute an additional \$500 into their 401(k) accounts. This raises the cap for salary deferrals from \$16,500 a year to \$17,000. The change also affects similar accounts such as 403(b) plans for school employees and non-profit workers, certain 457 plans, and the Thrift Savings Plan for federal workers, to name a few.



The catch-up contribution remains unchanged at \$5,500. This is an allowable additional contribution for people over age 50 that gives them an opportunity to save enough money for retirement.

Adjustments were made for both the standard deduction and personal exemption for filing. Examples include an increase in the standard deduction for married couples of \$300 (from \$11,600 in 2011 to \$11,900), and a \$100 change in the personal exemption amount (from \$3,700 to \$3,800). Also affected are income limits for a number of tax benefits and the size of the actual tax brackets.

Contact your tax consultant or financial advisor for more on all of the cost-of-living adjustments made by the IRS, or for specific information about your personal tax status.

## Influenza – It’s Nothing to Sneeze About!

Article written by Lindsay Elkins of the American Lung Association and provided by Debbie Waller of the Governor’s Office of Health Enhancement and Lifestyle Planning.

The influenza disease is more than just a common cold; **it is a serious respiratory illness.** Nationwide, influenza and its complications cause an



average of 36,000 deaths and approximately 226,000 hospitalizations each year. These victims and thousands more are the “faces” of influenza –

### PEIA Finance Board Adopts Plan Year 2013 Changes

Contributed by Jan Powell of the Public Employees Insurance Agency.

Following weeks of public hearings, the PEIA Finance Board met and adopted the PEIA financial plan for Plan Year 2013, which begins July 1, 2012.

The 2013 plan for active employees and non-Medicare retirees:

- Eliminates coverage for acupuncture.
- Adds a \$10 per visit copay to outpatient physical, occupational, speech, and massage therapy service and chiropractic for the first 20 visits in a plan year; copay is in addition to deductible and 20% coinsurance. If further therapy is medically necessary and approved by ActiveHealth, visits beyond the first 20 require a \$25 copay, plus deductible and coinsurance.
- Keeps coverage for massage therapy, but requires massage therapists to have national certification and carry \$2 million malpractice insurance, and to follow treatment guidelines of the American Massage Therapy Association.
- Increases the Urgent Care copayment from \$15/\$20 to \$25.
- Increases the emergency room copay from \$50 to \$100. The copay will be waived if the patient is admitted to the hospital. If the visit is determined to be a medical emergency not requiring admission, the copayment will be reduced to \$50.
- Adds a \$500 copay for medically necessary dental services and for bariatric surgery; copays are in addition to the deductible and 20% coinsurance, and
- Provides the following pharmacy benefit:
  - Generic copay: \$5 (no change).
  - Preferred drug copay \$15/Plan A; \$20/Plan B and C (no change).
  - Non-preferred drugs: 75% coinsurance - plan pays 25%, member pays 75%.

people recommended for annual immunization by the Centers for Disease Control and Prevention (CDC).

Are you a “face” of influenza? More than 220 million people are recommended to receive the influenza vaccine annually. That’s more than two out of every three people in the U.S. Despite this recommendation, influenza immunization rates fall far short of where they should be every year.

To help prevent influenza from spreading and to encourage influenza immunization, the American Lung Association brings *Faces of Influenza*, a national educational campaign, to the West Virginia area. This multi-year public awareness initiative helps Americans put a “face” on this serious disease and recognize annual influenza immunization as an important preventative measure to protect themselves and their loved ones every year.

**Adults and children with chronic medical conditions, such as asthma, chronic obstructive pulmonary disease (COPD), heart disease, and diabetes, are at increased risk of complications from influenza and should be immunized every year. People 50 years of age and older, pregnant women, and children 6-59 months of age, as well as household contacts of persons at high risk, should also be vaccinated** to help prevent influenza-related complications and the spread of this dangerous disease.

Vaccination is a safe and effective way to prevent influenza and its complications.

For those people who have not yet received their vaccination, the American Lung Association in West Virginia urges all area residents to

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## Div. of Labor Works to Ensure Amusement Ride/Attraction Safety

Whether it's Camden Park, the West Virginia State Fair, or even one of the traveling carnivals that comes through – if amusement rides are involved, so is the West Virginia Division of Labor.

The *West Virginia Code* requires that any ride and attraction must be inspected **PRIOR** to its first use each year, and it's the Division of Labor that is responsible for the oversight of these inspections.

The first order of business rests with the owners and operators. They must register their equipment with the Division of Labor, providing:

- ① Company name and information,
- ② List of rides and attractions that will be used in West Virginia,
- ③ A list of dates (play dates), and
- ④ Evidence of insurance.

Once this information is on file, the inspection process can begin.

Beginning in 2005, the inspections have been conducted by private inspectors who must have at least five years of experience in amusement device maintenance and safety. They must also have one of the following:

- ① Completed approved courses in materials inspection and testing and in fasteners, or
- ② Hold a four-year college degree in engineering or architecture that includes at least 12 semester hours in mechanics and strength of materials, or
- ③ Completed an approved rides safety inspection course within the previous two years.

The private inspectors must also apply with the Division of Labor each

year to provide evidence of insurance in order to be included on the list of approved inspectors.

How do you know if a ride or attraction has been inspected? Look for a current 4x4 West Virginia Division of Labor Permit to Operate sticker. These permits expire on December 31 each year.



## AccessWV Helps with Insurance Coverage Needs

Health insurance coverage is a major concern for everyone. Since 2004, West Virginia citizens who have been denied health care coverage in private markets due to medical conditions have had an avenue in which to turn for help. The 2004 West Virginia Legislature created AccessWV.

AccessWV not only covers individuals with pre-existing conditions (called Medically Eligible Persons), but also assists those who qualify as Federally Qualified Eligible Individuals under the Health Insurance Portability and Accountability Act (HIPAA) and individuals who are eligible for the Health Coverage Tax Credit (HCTC) through the Trade Act of 2002.

Individuals who have had difficulty securing health insurance because of a health condition, or those who have a pre-existing condition are deemed medically eligible for AccessWV.



Persons eligible through HIPAA must meet ALL of the following:

- ☑ Have 18 months of creditable coverage, with their most recent coverage through a group health plan.
- ☑ Have not had a break of 63 days or more between the date coverage ended and the date their applications are received by AccessWV, and the coverage must not have been terminated due to non-payment of premiums or fraud.
- ☑ If available, they must have elected and exhausted any COBRA or other State continuation coverage that was available. They must also not be ineligible for Medicare, Medicaid, a group health plan, or have any other health insurance.

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call their local health-care provider and make an appointment for influenza vaccination.

**Vaccination typically begins in October and can continue through March.** In most seasons, influenza virus activity peaks in February or March, so vaccination throughout the entire influenza season is beneficial and recommended.

For a vaccine provider in your area, see the *Faces of Influenza* website at [www.facesofinfluenza.org](http://www.facesofinfluenza.org) and use the Flu Clinic Locator, the largest online directory of public influenza clinics.

Additional information about influenza and immunization is also on the website. The site includes the *Faces of Influenza* portrait gallery, an exhibition of dramatic black and white photographs, and personal stories featuring celebrities and everyday people who fall into one or more of the CDC recommended groups.

## Camp Dawson Offers State-of-the-Art Facilities

Compiled with assistance and information from Vickie DeRiggi, Marketing Director of Camp Dawson.

Training, conferences, meetings, and presentations are a major part of the business climate, and that includes State government. In today's world, we're interested in providing these services while saving money, so the focus is shifting to conducting these activities through webcasts, conference calls, video conferencing, and even group chats. Sometimes, however, the need for an actual physical get-together is necessary. When that happens, Camp Dawson may be an option for the venue.



*The Terry Sauvain Auditorium at Camp Dawson is one of several well-equipped rooms in which to hold conferences, meetings, and training. Photo from Camp Dawson website.*

Camp Dawson, located in Kingwood, WV, is a 4,000-acre training complex operated by the West Virginia National Guard. Founded in 1909, it was named for Preston County native and former Governor William M. O. Dawson (1905-1908), and it is used by many military, law enforcement, and government entities. Through the years, the facility has established a history of diverse uses. Doughboys of World War I honed their skills at the camp before heading off to the trenches of France. During World War II, the facility housed war prisoners from Italy, and when Hurricane Katrina

devastated the country in 2005, many evacuees from the Gulf Coast found safe refuge there.

Camp Dawson features absolute state-of-the-art facilities and equipment. It offers classrooms and auditoriums which can accommodate small to large audiences. Most are equipped with overhead projectors, screens, high-speed internet, and white boards. Two computer labs are available, with seating for 24 or 50 people. An on-site Conference Facilitator is present to assist with events, and there is ample outdoor space to conduct outside team-building activities.

Accommodations are available through a number of rooms, suites, cottages, and chalets. A recent \$65 million, 237,000-square-foot expansion of the Regional Training Institute (RTI), funded by the National Guard Bureau, has produced unique (billeting) sleeping rooms comprising single rooms, grand suites (two bedrooms and two private baths), and master suites (four bedrooms with two baths). Single rooms include mini fridges and microwaves; grand and master suites feature full open living rooms and fully equipped kitchens. All rooms have coffee pots, DVD players, hair dryers, irons, and ironing boards. Once the expansion project is completed, a total of 530 rooms will be available in the RTI.

The camp offers all the features you'd find at nice hotels and resorts, including free-time activity opportunities, laundry facilities, Olympic-sized pool, 24-hour fitness center, internet access, dining facilities, and more – and all available with budget matters in mind.

For more information, contact Vickie DeRiggi, Marketing Director, at [vderiggi@cdmwr.com](mailto:vderiggi@cdmwr.com) or 304-791-7022. You can also browse through Camp Dawson's website at [www.wv.ngb.army.mil/dawson](http://www.wv.ngb.army.mil/dawson).

### OT Using New SPAM Filtering

The West Virginia Office of Technology (OT) made changes this past fall in its method of filtering SPAM emails. All incoming email is now filtered through Microsoft Forefront Online Protection for Exchange (FOPE). Most employees didn't notice much of a change, except for the new Quarantine Service. Email identified and flagged as SPAM by the software is no longer automatically discarded. Instead, it's kept "in quarantine" for a period of 15 days before it's automatically deleted. Users will receive an email advising them they have suspected SPAM emails, with instructions on how to retrieve and review them before they are deleted.

**When reviewing email from the quarantine, use caution about opening and/or clicking on links.** As always, if you do open a suspicious email and/or click on a link, whether on purpose or by mistake, don't sit back and hope problems won't materialize or that they'll just go away. Contact OT immediately so that any potential damage can be minimized or even stopped.

## Welcome Our New Capitol Dispensary Nurse, Holly Smith

Information provided by Matt Brown of the Division of Protective Services.

Holly Smith started officially staffing the Capitol Dispensary on December 1, 2011, though you may have seen her around the Capitol prior to that as she stopped in to get her feet wet.

Holly brings a lot of energy to her job and plans on being active on campus, not only doing Dispensary triage activities, but promoting wellness and healthy lifestyles among employees and visitors to the Capitol. In addition to her training as a Registered Nurse, Holly also has six years of experience as a Certified Physical Therapy Assistant and has worked in both clinical and skilled nursing environments.

Holly will be available Monday through Friday, from 8:30 AM to 4:30 PM. One of her first endeavors will be to welcome family doctors to the Dispensary during the Legislative Session as part of the American Academy of Family Physicians “Doc for the Day” program. She’ll also help lead the team effort to keep our employees healthy.

A native of Wyoming County, Holly believes in “walking the walk” and is an active exerciser and cyclist. She and her husband, Sam, are that parents of an 18-month-old son, Beckett.



## It’s Winter – Getting “Tired” Is a Good Thing

As much as it makes you shiver, it’s a fact that we’re in the midst of winter! If you didn’t prep your car for the winter season, you can still take care of things like checking oil, transmission fluid, antifreeze, and washer fluid levels. Another major item on your checklist should be a look at the tread on your tires. Don’t just use the old eyeball method. One of the best ways to check tread wear remains the tried and true “Lincoln Penny Test.”

It’s a simple operation: Insert a penny head-side first into the treads of your tire. Do it at several points around the tire, and do all four. If the top of Lincoln’s head is seen at any point around the tire, it’s time to replace it.

You should also replace any tire that shows uneven wear/cracks in the tread and sidewalls, and check your alignment and tire pressure as well.

Replacing just one tire isn’t a good idea. Putting on one new tire and leaving older, worn tires on the remaining three wheels produces an imbalance in your traction, and can result in your car “pulling” to one side or the other. Ideally, it’s best to replace all four at once (a must for all-wheel drive vehicles); however, sometimes, finances don’t allow for that. In that case, replace two tires, but place them on the rear and keep the two best of the old tires for the front. You’ll have more control – even if you have a front-wheel-drive vehicle. Save up so you can replace the front tires as soon as possible. It’s best to buy the same brand, type, and style of tire, and be sure to select the right tires for your vehicle. Tires have different construction, tread patterns, size, and wear ratings, and mixing them can interfere with gas mileage, vehicle control and stability, and tire wear.

If you already have good tires, remember to rotate them according to the mileage guide in your owner’s manual. If your manual isn’t available, a good rule of thumb is every 6,000 miles.

## Parole Board Publishes Victim’s Rights Info

Have you been the victim of a crime for which someone was convicted and sentenced to prison? If so, you may want to read the West Virginia Parole Board’s Victim’s Rights publication.

A “victim” is an adult who has suffered personal and/or property harm, or death, as a direct result of a crime. If the actual victim is deceased, a family member can be designated. Likewise, if the actual victim is under age 18, a parent or legal guardian may represent the individual.



Many offenders sentenced to prison become eligible for release – or parole – before the end of their sentence. Parole must be granted by the Parole Board. When an inmate becomes eligible, parole hearings are scheduled at the facility in which the offender is serving his/her time. The victim or his/her representative has various rights, including the right to attend the hearing, give an oral or written statement, and to bring someone with you. These rights are contained in the publication.

The publication spells out much more than just the rights of victims. Among other topics, it provides information about what parole is, how the process works, what to expect if you attend a hearing, and how to request notifications such as escape or release for various reasons.

The publication can be found at: [www.paroleboard.wv.gov](http://www.paroleboard.wv.gov). Under “Publications” on the right side of the page, click on the “**Victim’s Rights**” link. If you have questions about parole and the parole process, please read the publication first. If further information is needed, contact the West Virginia Parole Board at 304-558-6366.

## WVU Named an AARP Top 5 Best Employer

The 2011 American Association of Retired Persons (AARP) Best Employers for Workers Over 50 report has named West Virginia University and West Virginia University Hospitals in its top 50.

**WVU earned a top-five ranking (#5)**, while West Virginia University Hospitals came in at #44.



The national employer recognition program has been in existence for ten years. Any U.S. and/or U.S.-based employer can apply for consideration of the award. When evaluating applications, AARP carefully considers a number of factors such as: recruiting practices; training, education, and development opportunities; workplace accommodations and alternative work options (flex scheduling and job sharing, for example); and health and retirement benefits.

All 50 winners were honored at a dinner this past fall in Chicago, and the top 10 employers were profiled in the November issue of *AARP The Magazine*. Two other West Virginia employers made the list: Monongalia General Hospital and Cabell Huntington Hospital.

## PEIA – Continued from Page 4

The 2013 plan for active employees also includes a new PEIA PPB Plan D – the West Virginia ONLY plan – that will be available to all active employees who are West Virginia residents. Details of the plan will be published in the Shopper's Guide, which is distributed in late March.



The 2013 plan for Medicare retirees in the Special Medicare plan or the Humana Medicare Advantage plan includes none of the benefit changes listed above, but does include a premium increase of 9%.

Finally, the 2013 plan caps the amount that active employers and employees pay toward retiree benefits at \$343 per retiree per month, with an annual escalator not to exceed 3% built in. This move will slow the growth of active employee premiums, but will increase the amount retirees will pay for their coverage.

## AccessWV – Continued from Page 5

Those eligible due to the Health Coverage Tax Credit are certified by the U.S. Department of Labor. They may receive partial premium coverage from the federal government. To qualify under this provision for AccessWV, they must have a notice of eligibility from the U.S. Department of Labor.

Once eligibility has been approved, the individual is able to select from four different plans. Each covers the same benefits; however, they differ according to premiums, deductibles, and out-of-pocket maximum amounts. A decision must also be made as to single or family coverage. Choices must be made carefully, because once enrolled, changes cannot be made until the next open enrollment period unless there has been a change in life situation (birth, adoption, marriage, divorce, etc.).

The above information is basic for the program. There are many provisions and other instructions. More information, including a helpful guide and the actual application, is available on the AccessWV website. If you know someone who may be eligible, direct them to the program's website at <http://apps.wvinsurance.gov/accesswv/>.

## Pencil In ...



The **Capitol Food Court** has a new vendor. The Division of Rehabilitation Services will provide services Mon.-Fri., from 7 AM to 2 PM.

**Become a possibilitarian. No matter how dark things seem to be or actually are, raise your sights and see possibilities - always see them, for they're always there.**

~ Norman Vincent Peale



## PLANS – Cont. from Page 3

structure, which includes writing new classification specifications and allocating each position to its proper classification. Once this task is complete, we'll have concluded the "Job Evaluation, the Measurement of Work" phase. Next comes the "Pricing, the Value of Work" phase.

Watch our website for more updates ([www.plans.wv.gov](http://www.plans.wv.gov)); also, the PLANS phone line (304-558-3950 ext. 57239) and email address ([dop.plans@wv.gov](mailto:dop.plans@wv.gov)) remain open for your questions and inquiries.

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**Earl Ray Tomblin, Governor**  
**Robert W. Ferguson, Jr.**  
Cabinet Secretary  
**Sara P. Walker, Director**  
**Jane S. Fouty, Editor**

State Capitol Complex, Building 6, Room 416  
1900 Kanawha Boulevard, East  
Charleston, West Virginia 25305-0139  
Telephone: 304/558-3950, ext. 57215  
E-mail: [jane.s.fouty@wv.gov](mailto:jane.s.fouty@wv.gov)  
[www.personnel.wv.gov](http://www.personnel.wv.gov)