

New State Government Employee Benefits Booklet Available Soon

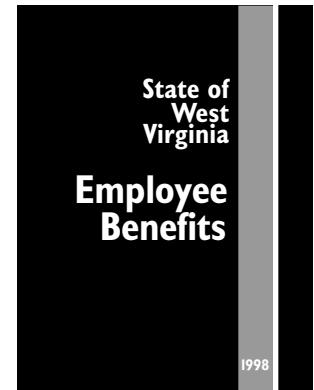
For the third year, the West Virginia Division of Personnel (DOP) has compiled a booklet outlining the benefits provided to State employees. The booklet is the result of a collaborative effort, led by the DOP in conjunction with PEIA and the Consolidated Public Retirement Board. It provides State employees with the an explanation of their total benefits package.

According to a benefits survey conducted by Workplace Economics, Inc. of Washington, D.C., the benefits enjoyed by State employees in West Virginia were comparable to, and in some cases, superior to, those offered in other states. Benefits include all financial rewards that are generally not paid directly to you. The total compensation package, which includes both direct and indirect financial rewards, is significantly enhanced through the addition of a comprehensive benefits program. Legally-required benefits include Social Security, unemploy-

ment compensation, and Worker's Compensation; however, the total benefits package offered to State employees encompasses health insurance coverage, retirement benefits, various types of paid and unpaid leave, paid holidays, and other optional programs, all of which are outlined in the benefits booklet.

When not provided by an employer, these benefits carry significant direct employee costs.

The booklets will be mailed out in April to all State employees who participate in the Public Employees Insurance Agency's (PEIA) system. If you are not enrolled in any of the PEIA's programs, you should call your agency benefits coordinator for a copy of the benefits booklet.



State Employees Have Second 457 Retirement Plan Option

The West Virginia Consolidated Public Retirement Board has contracted with a second company, The Copeland Companies, to offer State employees another Deferred Compensation Retirement Plan (Section 457). For those of you unfamiliar with this type of retirement plan, it's the government version of a 401K.

This voluntary retirement plan allows you to save tax-deferred money for retirement. Funds are deducted from your paycheck through payroll deduction. You may save as little as \$10 per paycheck or as much as 25% of your income, up to a maximum of \$8,000. And the best thing is that *you* choose *your own* investment options from among 40 different funds.

Copeland is contacting agencies to schedule group meetings in all State agency offices throughout West Virginia during working hours to provide employees with information about the plan and how it could be beneficial for them. These meetings will be followed up by individual meetings so that you can ask questions about your own personal, individual needs.

Copeland has 41 offices throughout the United States, but only one in West Virginia, located in Charleston at One Bridge Place. If you are interested in attending or arranging a meeting, you may reach Jim Iagnemma, State Plan Director, or one of the other 4 account representatives assigned to the State Plan, by calling 342-5741 or toll-free at 1-888-808-7254.

AN ADVISORY FROM THE WV ETHICS COMMISSION: *When it isn't clear if a matter is personal, public servants should ask the Ethics Commission to make the call. Otherwise, they run the risk of having their motives questioned by someone, regardless of how they decided to act. Those who act in accordance with Commission opinions should be free from accusations of bias or impropriety. Call 558-0664 for more information.*

State Employees To Celebrate Take Our Daughters To Work Day on April 23

Contributed by Beth Marquart, Executive Director of the West Virginia Women's Commission

Mark April 23 on your calendar and plan to participate in the Capitol Complex's celebration of Take Our Daughters To Work Day!

Parents and other interested adults are encouraged to bring girls ages 9 to 15 and allow the girls to "shadow" them in the workplace, so they can explore different career roles, responsibilities, and opportunities.

Take Our Daughters To Work Day is hosted annually by the West Vir-

ginia Women's Commission, and this year features several interesting activities for the participants and their adult sponsors.

A brief program with a math and science focus will be held in the Building 7 Conference Center, beginning at 10:30 A.M. Dr. Susan DeMesquita, professor of physiology at Marshall University School of Medicine and a founding member of the West Virginia Chapter of the Association for Women in Science, will be the keynote speaker. Dr. DeMesquita initiated a nationally-recognized "Science by Electronic Mail" program for school-age children, and developed mentoring sites around the State for women interested in science careers. She is also a private pilot and has flown over 300 hours in her Skyhawk Cessna single-engine airplane.

Following the program, there will be an hour-long information fair for the girls in the Conference Center Second Floor Lobby. Limited free table space is available, and organizers with programs or activities of interest to the girls may contact the Women's Commission to reserve space.

From 1:00 to 2:00 P.M., Supreme Court Justices Margaret Workman and Robin Jean Davis will open the Court Chambers to participants and their sponsors, and they will also be available to answer questions. Pat Wendell will give a history of the State Supreme Court and the Capitol Building. Finally, First Lady Hova Underwood will open the Governor's Mansion from 2:00 to 2:45 P.M. for a Take Our Daughters To Work reception.

Because space is limited, reservations are necessary for all activities this year, and they will be accepted on a first-come, first-served basis. To make a reservation, please call the Women's Commission at 558-0070. Locations outside the Capitol Complex and private-sector companies may call the Women's Commission to brainstorm about activities to celebrate the day. In addition, the Ms. Foundation for Women produces materials that can be ordered by calling 1-800-676-7780.



DOH Holds Ninth Annual Health Fair

Due to the combined efforts of Division of Highways' EEO Division Wellness Coordinator Becky Haley, Mary E. Perry of the Human Resources Division, and Director of Community Services for Thomas Memorial, Joanna Issac, State employees in the Capitol Complex and the Charleston area enjoyed the benefits of another worksite health fair.

On February 27, 1998, more than 200 employees took advantage of this opportunity for free health screenings and examinations.

Sandy Stricker, an administrative secretary in the Division of Highways Project Control Section, said she has attended the health year every year it's been offered.



Over 200 Charleston-area State employees visited the DOH's Ninth Annual Health Fair on February 27.

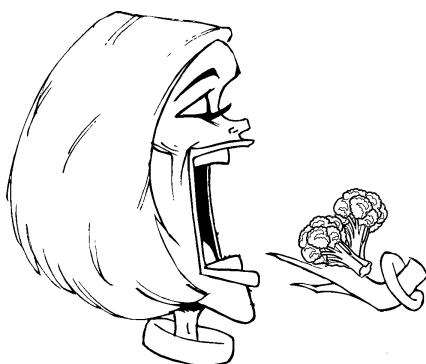
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Broccoli Eaters Reap Countless Health Benefits

It's the champion of cruciferous vegetables.

Whether you steam, stir-fry, blanch, or bake it, or if you simply eat it raw, the benefits of eating broccoli are tremendous.






The flavor is tasty (ok, not so tasty to some people) and distinctive enough to prompt diners to eat a whole stack of the brilliant green stuff. But even those who don't think



much of the taste can get these big benefits from a single serving of just one-half cup. And while just a half-cup constitutes a serving, the benefits of eating it are so great that a little more is great for extra protection.

Put broccoli on your shopping list. A serving of broccoli is a fat-free food that also delivers an impressive 2 grams of fiber. And remember that whether you eat a little or a lot, you'll contribute to your score of 5 fruits and vegetables a day.

BROCCOLI MAY NOT BE YOUR PERSONAL FAVORITE, BUT YOUR BODY SURE LIKES THE STUFF!

-  One serving provides 97% of the daily need for vitamin C. Vitamin C helps keep arteries elastic and keeps blood from getting sludgy.
-  Broccoli contains glutathione, which is thought to reduce the risk of arthritis, diabetes, and heart disease.
-  Eating broccoli bolsters the immune system, lowers cholesterol and blood pressure, and helps maintain a healthy weight.
-  It has many compounds that may block cancer. One of these, according to the Harvard School of Public Health, steps up the body's production of a weak estrogen. The weak version replaces loss of the real thing and this loss is implicated in breast cancer. It also contains indoles, potent chemicals that block harmful carcinogens before they can do their dirty work.
-  Broccoli is rich in beta-carotene and lutein, which, among other things, protect against cataracts and the leading cause of blindness, macular degeneration.

FOR THOSE OF YOU IN THE GEORGE BUSH LEAGUE ... Broccoli Haters, that is — try adding chopped broccoli to:

<i>cooked noodles as a side dish</i>	<i>tuna/chicken casseroles</i>
<i>garden/vegetable/pasta salads</i>	<i>ham/tuna/chicken salads</i>
<i>soups (chicken noodle, chicken/beef vegetable)</i>	<i>rice dishes</i>

The broccoli will be in such small pieces that you really won't be able to taste it, but you'll still get the benefits.

The Employee Development Center: After Hours Program and West Virginia State College Community and Technical College are collaborating on a class for the summer of 1998.

English 102 – English Composition II will be offered at the Capitol Complex on Tuesdays from 5:00 to 8:30 beginning on May 19 and continuing through August 4. English 101 is a prerequisite for the class.

Textbooks required are *The Scott, Foresman Handbook for Writers*, 4th edition, and *Reading and Writing Short Arguments*, 2nd edition. Both are available at the WVSC bookstore in both the new and used sections.

Class is limited to the first 25 registrants and a minimum of 15 students is required. Interested State employees can call Mark Davis at 766-5116 to register.

The Criminal Justice and Highway Safety Division has changed its name to

The Division of Criminal Justice Services

They are still located at:

1204 Kanawha Blvd., E.
Charleston, WV 25301
TEL.: 558-8814
FAX: 558-0391



A Winning Recipe from the PSRW Bake-Off

Tropical Pineapple Cake

From the kitchen of Rosemary Bearfield ...

CAKE:

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|-----------------------------|-----------------------------------|
| 1 box white cake mix | 1 cup crushed pineapple (drained) |
| 1 cup pineapple juice | 4 eggs |
| ½ cup oil | 1 small box coconut pudding |
| 2 tablespoons pineapple rum | |

Mix all together and pour in greased and floured pans. Bake at 350° for 55-60 minutes or until done.

FILLING:

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|--------------------------|-----------------------------------|
| ¼ cup shredded coconut | ¼ cup crushed pineapple (drained) |
| ¼ cup pineapple juice | ¼ cup sugar |
| 2 tablespoons cornstarch | 2 tablespoons water |

In a saucepan, bring mixture to a boil and cook until thickened. Spread between layers.

ICING:

Make your favorite butter cream icing. Mix ½ cup of the above filling into the icing. If necessary, add a little confectioner’s sugar to make it thick enough to spread on the cake. Rosemary tells us she used an airbrush with orange and yellow color to make the color of pineapple and added a real pineapple to the top for looks.

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“It’s great because you can get your cholesterol count checked if you don’t have time to go to the doctor, and if it’s high, get something done about it before it gets out of hand,” Stricker said.

Stricker said she also took advantage of the oral cancer screening and picked up some valuable information on nutrition.

“We really appreciate Thomas Memorial Hospital for holding this health fair and trying to keep us healthy,” Stricker added.

The doctors who participated in this year’s health fair were:

- | | |
|------------------------------|----------------------------------|
| <i>Dr. John B. Haley</i> | <i>Oral Cancer Screening</i> |
| <i>Dr. Richard C. Rashid</i> | <i>Eye Screening</i> |
| <i>Dr. Leela Patel</i> | <i>Family Practice Physician</i> |

Many, many thanks to them and to the employees of Thomas Memorial Hospital who assisted.

Pencil In ...



Planning has begun for **Public Service Recognition Week**, which is set for May 4-8. Volunteers are still needed. If you’d like to be a part of the planning and preparation, call Carolyn Turner at 558-3350.

The WV Division of Environmental Protection Corporate Cup Team is conducting a raffle for a gift certificate good toward a **weekend white water rafting trip for 2**, courtesy of Rafters White Water Rafting Resort of Fayetteville, WV. Tickets are \$1 each or 6/\$5, with the drawing on June 1. All proceeds will support the Corporate Cup Team. Contact any of the following for tickets:



- | | |
|---------------|----------|
| M. Clemons | 558-5938 |
| M. Arcuri | 558-2108 |
| C. Daughterty | 558-2108 |
| G. Holley | 759-0508 |
| C. O’Neill | 759-0508 |
| L. Nelson | 465-1911 |
| C. DuFour | 465-1911 |
| C. Harold | 759-0519 |
| J. Fedczak | 558-0885 |
| D. Roberts | 558-0885 |
| M. Warwick | 558-0633 |

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