



# Quotes, Notes & Anecdotes

Monthly Employee Newsletter Published by the Department of Administration  
JANUARY 2009 - Volume 16, Issue 1

## Employee of the Month

### WVCHIP's Casto Honored For Innovation, Accuracy



WANDA CASTO  
January Employee  
of the Month

WANDA CASTO, an Accounting Tech III for the West Virginia Children's Health Insurance Program (CHIP), has been selected as the Department of Administration's *Employee of the Month* for January.

A state government employee for 19 years, Casto's responsibilities include processing vendor payments and maintaining accounts payable. Casto also registers and examines CHIP transactions to ensure adherence to purchasing and auditing regulations; prepares specialized

reports relating to expenditures; and maintains agency inventory.

"Wanda is a very conscientious employee who works very hard and tries to help others within the agency whenever she is asked," said one co-worker. "She is very innovative in refining her work processes to enhance the accuracy of a project and to reduce the time necessary to complete it."

Said another co-worker, "Wanda takes on new projects whenever requested and also shows initiative by identifying

areas of deficiencies and working with supervisors and others to improve agency processes. She adapts well to change and welcomes the opportunity to learn something new."

In her spare time, Casto likes to crochet, read and participate in a Bible study. Casto will be joined by her friends and co-workers at a special ceremony presented by Cabinet Secretary Robert Ferguson at 11 a.m. January 5, at the CHIP office in Suite 209 at 1018 Kanawha Boulevard, East.

## SNEAK PEEK

- Outgoing Ethics Commission Executive Director Proud of Work/Page 2
- WVCHIP Expands Coverage to More Uninsured/ Page 3
- PEIA Finance Board OKs FY 2010 Plan/Page 3
- Butterfield Honored as 'Outstanding Older Worker'/ Page 4

## Technology's Kim Huffman Named Department of Administration's Employee of the Year



Kim Huffman, center, accepts her Employee of the Year award from Cabinet Secretary Robert Ferguson. Pictured with Huffman is Chief Technology Officer Kyle Schafer.

Kim Huffman, a Secretary I for the Office of Technology (OT), has been selected as the Department of Administration's Employee of the Year for 2008.

Huffman accepted the award from Cabinet Secretary Robert Ferguson who made the announcement during a special Dec. 17th ceremony in the upper rotunda area at the Capitol. Huffman won this honor after being selected by her fellow department peers from the 2008 *Employee of the Month* nominees.

Please see  
**HUFFMAN, Page 5**

# Outgoing Ethics Commission Executive Director Proud of Work Accomplished

Looking at his career, from his early years in Marion County to college and law school at West Virginia University to a full career in the Air Force that took him around the world before he finally came back home to West Virginia, outgoing Ethics Commission Executive Director Lew Brewer said he did not make his choices based on any sort of a plan. Rather, it has been a continuing series of efforts to further challenge himself. Brewer retires from the West Virginia Ethics Commission on Jan. 30, 2009, after more than eight years with the commission. Before becoming executive director in 2004, he served as the commission's legal counsel for four years, and as an administrative law judge for the West Virginia Grievance Board for seven years.

But Brewer said the seeds of his career are traced back to West Virginia University. A graduate of Mannington High School in Marion County, Brewer said he did not come from a family with a legal or an extensive military background.

However, he said his majoring in history, speech and English, as well

as his involvement with the university debate team, fueled his interest into the law.

"I was looking for something intellectually challenging," he said. "No one in my family was in the law. The things I did just led to that."

Brewer joined the Air Force ROTC while in college, and went into the service as a captain. While he had no intention of making a career out of the Air Force, he remained with the military for 22 years as a judge advocate general.

It gave him the opportunity to practice virtually every type of law, ranging from criminal prosecutions to environmental issues and malpractice claims. Much of

**Please see BREWER, Page 6**



**After more than eight years with the West Virginia Ethics Commission, including four years spent as its executive director, Lew Brewer will retire effective Jan. 30, 2009.**

## WV Ethics Commission Marks 20<sup>th</sup> Anniversary

With the passing of WV Code 6B-1-1 by the West Virginia Legislature in 1989, the West Virginia Ethics Commission was created. Originally tasked with the responsibility to implement and enforce a code of ethical conduct enacted by the legislature for public servants, the Ethics Commission has had its authority expanded by the legislature in recent years, which Executive Director Lew Brewer said indicates that the legislature sees the Ethics Commission are fulfilling its mission.

"What that tells me is that the legislature sees us as a strong, viable entity," he said. Brewer said that there were no significant changes to the ethics law until 2005 and the present administration.

Most significantly, Brewer said, was the authority for the commission to issue its own complaints, rather than waiting for a complaint to be filed by a citizen. The commission was allowed to become more proactive by being allowed to act upon information from other credible sources. Mandatory ethics training was also initiated for certain public officials and for lobbyists.

In 2008, the ethics law was strengthened

**Please see ETHICS, Page 5**

## Kirk Named New Ethics Director

The West Virginia Ethics Commission announced that Theresa M. Kirk has been selected as its new Executive Director, effective February 1, 2009.

An honors graduate from West Virginia University with a Bachelor of Arts degree in International Studies, Kirk received her law degree from the University of Pittsburgh School of Law. She has been a practicing member of the West Virginia State Bar since 1994.

Kirk began her legal career at the West Virginia Division of Highways. She later was employed as an associate, then partner, of the law firm of Pullin, Fowler, Flanagan, Brown & Poe, where her practice included representing both private clients and public entities. Her government experience includes serving as legal counsel to the West Virginia House of Delegates' Banking and Insurance Committee. She joined the Ethics Commission as its legal counsel in 2004.

In 2007, she served a one-year term on the Steering Committee of the Council of Governmental Ethics Laws (COGEL), a national organization of government ethics administrators. Recently, she has been reappointed to serve a new three-year term.

# WVCHIP Expands Coverage to More Uninsured

Effective Jan. 1, 2009, the West Virginia Children's Health Insurance Program (WVCHIP) expanded its health coverage for children by increasing the upper income limit for participation from 220 percent to 250 percent of the federal poverty level (FPL).

The Centers for Medicare and Medicaid Services (CMS) recently notified WVCHIP that the State Plan Amendment, submitted Oct. 3, 2008, was approved which called for the expansion proposal.

"This is great news for working West Virginia families who are in need of health care coverage for their children," said Gov. Joe Manchin. "By expanding this program, more than 400 uninsured children may be eligible within the first

ANNUAL FAMILY INCOME LIMITS FOR WVCHIP ELIGIBILITY*			
Family Size	200% FPL	220% FPL	250% FPL
		(Current Eligibility)	(Effective 01/01/09)
2	\$28,000.00	\$30,800.00	\$35,000.00
3	\$35,200.00	\$38,720.00	\$44,000.00
4	\$42,400.00	\$46,640.00	\$53,000.00
5	\$49,600.00	\$54,560.00	\$62,000.00

*\*Income guidelines are indexed annually; these guidelines will be adjusted to the new index by March 2009.*

complete year of the expansion, increasing to 717 over five years."

WVCHIP began accepting applications for eligibility at the new income levels beginning January 1. For com-

parison purposes, the chart above shows the qualifying income limits for families based on 200 percent FPL, the

**Please see CHIP, Page 4**



## Veterans Honored by the Wreaths Across America Commemoration

**Gov. Joe Manchin and retired Brigadier General Chuck Yeager were the featured speakers at the "Wreaths Across America" ceremony held December 11 in the Capitol rotunda. The event was to remember and honor all veterans who have served in military service, particularly those who gave their lives in war, and to recognize all those who currently serve. Commemorations were held around the state during mid-December and were coordinated with similar "Wreaths Across America" ceremonies across the country. The state commemorations were coordinated by the West Virginia Wing of the Civil Air Patrol.**

## PEIA Finance Board Approves FY10 Plan

The Public Employees Insurance Agency (PEIA) Finance Board adopted its health care finance plan for fiscal year 2010 at its December 4, 2008, meeting, which included necessary increases in members' monthly premiums to help cover rising health care costs.

The cost change, which takes effect July 1, 2009, is the first premium increase in the last three years, and it will allow the Finance Board to preserve existing benefits.

Under the approved plan, for the average tobacco-free active employee earning \$36,000 per year, the increase will be \$3 per month for single coverage, and \$13 per month for family coverage. Tobacco-free retired members of PEIA with Medicare will not have a premium increase; however, their annual medical out-of-pocket maximum will increase from \$500 to \$750.

The PEIA Finance Board approved the increases due to rising health care costs, a problem facing states throughout the nation. The average premium increases are about nine percent for active employees, 11 percent for non-Medicare retired members and 12 percent for non-state agencies.

The Finance Board chose not to adopt the many benefit changes that had been proposed

**Please see PEIA, Page 4**

# Butterfield Honored as 'Outstanding Older Worker'



**June Butterfield of the Board of Risk and Insurance Management accepts the Order of the 35th Star medallion from Gov. Joe Manchin during a recent ceremony honoring Butterfield as the state's 2008 Outstanding Older Worker as selected by Experience Works, a national non-profit agency which provides training and employment services for older workers.**

Retirement is just a rumor to June Butterfield, the office manager at the Board of Risk and Insurance Management (BRIM).

At age 70, Butterfield is still going strong in the workforce, and her zeal for work was recently recognized by Experience Works, a national, non-profit organization that provides training and employment services for mature workers. Experience Works named Butterfield the state's 2008 recipient of its annual "Outstanding Older Worker" award. She was nominated by her BRIM co-workers.

Butterfield was recognized during a special ceremony at the Capitol with Gov. Joe Manchin, who presented her with a medallion and a proclamation to induct her into the Order of the 35th Star, which recognizes West Virginians who achieve distinguished honors. The program was established by the late A. James Manchin when he was Secretary of State.

"Wow! That is about all I can say. And I thought winning the Employee of the Month was a great award," quipped Butterfield as family, friends and co-workers laughed. Representatives of Experience Works also presented Butterfield with several awards.

Another bonus for Butterfield was a three-day trip to Washington, D.C., in September where she was honored with all the U.S. state winners at a ceremony sponsored by Experience Works. Butterfield's D.C. trip also included meetings with West Virginia's congressional representatives and a tour of the city.

Belva Faulkner of Experience Works said there were approximately 35 nominees from West Virginia for the selection committee.

Born in Madison, Butterfield has been with BRIM for the past 20 years. Previously, she served as the first Affirmative Action Director for the city of Charleston.

---

## PEIA

### Continued from Page 3

for active employees and retirees, in response to the overwhelming comments received during the public hearings.

"Both active employees and retirees voiced their opposition to the benefit changes we proposed," said PEIA director Ted Cheatham. "There may have been some misunderstanding of our intent. We had proposed benefit changes to offset the premium increases 'dollar for dollar', but our members didn't want those changes. It was never our intention to adopt both the premium increases and benefit changes."

During the public hearings, employees expressed concern that they had received a three percent salary increase, but a nine percent premium increase in their health care was being proposed. However, while the salary increase for a \$36,000-a-year employee was \$1,080, the annual PEIA family premium increase for that same salary would be \$156.

Another issue raised frequently during the public hearings was the existence of a \$363 million reserve in the West Virginia Retiree Health Benefit Trust. Many employees and retirees suggested

that the board should spend down this reserve before increasing premiums.

This reserve represents the funding that the plan is required to begin setting aside for current and future retiree benefits. It is the funding for Other Post-Employment Benefits (OPEB) that every participating employer has to accumulate. To spend this reserve would simply increase the unfunded OPEB liability, further increasing costs in the future.

PEIA's benefit design compares favorably with other southern states. PEIA's individual deductible for a \$36,000-a-year employee is \$225 compared with the regional average of \$284. The family deductible for a \$36,000-a-year employee is \$450, which is much lower than the regional average of \$714.

PEIA provides health and life insurance benefits to more than 200,000 active and retired public employees and family members.

For additional information regarding PEIA plans for fiscal year 2009, please visit the agency's web site at [www.wvpeia.com](http://www.wvpeia.com) or contact PEIA toll-free at 888-680-7342.

---

## CHIP

### Continued from Page 3

current 220 percent FPL and the approved 250 percent FPL:

Families with incomes up to 200 percent FPL are not required to pay a premium and only have limited co-payments. Families with incomes exceeding 200 percent FPL are required to pay premiums at a rate of \$35 per month per single child or at a rate of \$71 per month for two or more children, in addition to co-payments.

Children who currently have other individual or group health coverage are not eligible and cannot be eligible unless they have been without coverage for six months at the 200 percent or lower FPL, or 12 months for those who exceed 200 percent FPL. Some dental and vision benefit limits apply to the WVCHIP Premium plan (201 percent FPL to 250 percent FPL).

Questions concerning any additional details, such as benefits, co-payments, requests for applications, should be directed to the WVCHIP Helpline at 1-877-982-2447

Quotes, Notes and Anecdotes

## Lots of Snow Gives More Reasons to Get Outside



**Large early winter snowfalls have meant great conditions at the state's ski resorts. West Virginia has plenty of activities and events to enjoy throughout the winter.**

The large early November snowfalls in the state's Potomac Highland region were a welcome site to outdoor enthusiasts. Thanks to Mother Nature, the state's downhill ski resorts got an early-season gift of great conditions.

Now that cold winter weather has firmly settled in, and with an assist from enhanced snow-making capabilities of the state's ski resorts, conditions remain excellent for those wanting to take to the slopes.

The state's four major resorts, Canaan Valley, Timberline, Snowshoe Mountain and Winterplace, are open to downhill and cross-country skiers as well as tubing enthusiasts. Oglebay Resort in Wheeling has limited tubing and skiing available to guests.

For the latest ski conditions at all the state's downhill and cross-country ski locales, go to the West Virginia Ski Association's official Web site at [www.goskiwv.com](http://www.goskiwv.com).

For those who prefer a weekend getaway in cozy state park cabin or wintertime shopping excursions, the latest activities and specials can be found at:

[www.wvstateparks.com](http://www.wvstateparks.com)

[www.wvtourism.com](http://www.wvtourism.com)

You may also contact the Division of Tourism's toll-free number at 1-800-CALL WVA for additional information.

---

### HUFFMAN

Continued from Page 1



**Secretary Ferguson spoke briefly to the audience before announcing Kim Huffman as the Department of Administration Employee of the Year.**

Huffman was the Department of Administration's *Employee of the Month* in September. The other 11 nominees were also recognized for their hard work and dedication.

"I'm shocked," said a smiling Huffman after Secretary Ferguson announced her name. Huffman thanked her colleagues and noted to her fellow monthly award winners that it was an honor to be seated with them at the ceremony.

A 25-year employee of state govern-

ment, Huffman works in the Administrative Services/Finance Section performing human resource duties, such as data entry work for new and outgoing employees, processing picture identifications, building access cards, and handling parking issues for OT employees and handling the agency's central mail billing.

Secretary Ferguson presented Huffman with several gifts, which included a monetary award. All nominees also received a special gift from Secretary Ferguson.

---

### ETHICS

Continued from Page 2

to rule on officials voting on issues from which they could have a financial interest in.

Rules on officials and personal gain account for many of the calls the commission receives, Brewer said, as well as open meeting questions. However, no day is ever like the one before, he said.

"You never know what question will come up, and we try to help anyone who has a question," he said. Making the commission more available has included developing a toll-free number, Brewer added.

Enforcement also takes up more of the commission's time, Brewer said, with investigation, evidence evaluation and prosecution of alleged ethics violations. "What the commission desires is to make sure there is nowhere in government that people are not aware of the ethics law, and that we are a resource," he said.

the latter half of his career as a judge advocate general was spent specializing in labor and employment law.

Brewer met his wife, Katie, while she was an Air Force nurse in Tampa, Fla. However, his work took him around the world, and he admitted that it made it more difficult to simply return to West Virginia and practice law in a small town.

“Once you have had the opportunity to see the world, it can be hard to come home,” he said. But following his retirement from the Air Force at the rank of colonel in 1993, Brewer and his family moved to Charleston.

A friend suggested he look to the Grievance Board for the administrative law judge position because of his experience with labor and employment law. He came to the Ethics Commission in 2000 as its legal counsel and replaced then-executive director Richard Aiker in 2004.

Brewer said he is pleased with the commission’s work in the past four years. “I have learned a lot about the legislative process,” he said. “I am fortunate to have had Theresa Kirk as the commission’s legal counsel since she had previous legal experience.”

Brewer said that the strengthening of the ethics code by the legislature has added to the commission’s effectiveness. “I think we have made progress that ethics are vital and strong,” he said. “There is a good foundation for progress and for the Ethics Commission to continue to build and grow.”

While he said he has no immediate plans for retirement, Brewer said he intends to remain in the legal profession.

Kirk has been named the Ethics Commission’s executive director, effective Feb. 1, 2009.

**Welcome!** ... to our new employees: **Pamela Russell (CPRB); Gary Akers and Anthony Brooks (General Services); and Toney Broyles and Cindy Ennis (Technology).**

**Time to Relax** ... After years of hard work, the following employees are now ready to kick back and relax. Those employees who recently retired from our department include: **Hugh Chambers and Ann Jarrett-Jones (Personnel).**

**Best Wishes** ... to our employees who recently resigned from our department: **Kristy Hill (CPRB); Ted Fore (General Services); Lisa Moten (Personnel); Joseph Jones (Purchasing); Valerie Brown (Surplus Property); and Sheila Gray (Real Estate).**

**People Talk** ... Erin Haddad and Will Smith married on Dec. 27 at St. George Cathedral, Charleston. Erin is the daughter of **Barbara Haddad (CPRB)** ... BreAnna Bailey, daughter of **Lori Bailey (BRIM)**, made the 2008-2009 girls basketball team at Duval Middle School in Lincoln County.

**Got News?...**Let us know what’s going on with you and your family. Contact Diane Holley, Editor, at (304) 558-0661 or at **Diane.M.Holley@wv.gov** with information to share with the department’s employees.



<b>HAPPY BIRTHDAY ... in January</b>	
1 Marston Harris ..... Gen. Svcs.	16 Deanna Gose ..... CPRB
Brian Hatcher ..... Technology	Richard Layne ..... Technology
Bob Withrow ..... Gen. Svcs.	17 Steven Hutton ..... Technology
2 Leonard Spencer ..... Gen. Svcs.	18 Jean Brown ..... Personnel
3 Christine Magby ..... BRIM	Calvin Shelton ..... CPRB
4 Lisa Collins ..... Personnel	19 Earl Curnutte ..... Gen. Svcs.
Donald Jarrell ..... Gen. Svcs.	Beverly Myers ..... Technology
Danny Layton ..... Purchasing	20 David Lawrence ..... Gen. Svcs.
Baxter Parsons ..... Gen. Svcs.	Tonya Pugh ..... BRIM
David Lee Singleton . Technology	Janice Shelton ..... Technology
5 David Bailey ..... Real Estate	John Smolder ..... Finance
Bill Dolin ..... Gen. Svcs.	21 Bernadette Curry ..... PEIA
Virginia Goff ..... CPRB	Barbara Houchins ..... BRIM
Barry Gunnoe ..... Purchasing	22 Edward Dolly ..... Technology
Joe Perks ..... Technology	Kaye Parks ..... Finance
6 Sandra Bryan ..... Personnel	Darrell Samples ..... Aviation
7 Jewl Hammack ..... PEIA	23 George Arthur ..... Gen. Svcs.
Ralph McKinney ..... Pub. Def.	Garry Shivley ..... CPRB
8 Sharon Smith ..... CPRB	24 Susannah Carpenter ..... Finance
9 Ronnie Phipps ..... Purchasing	Betsy Chapman ..... Pub. Def.
12 Pamela Keatley ..... Technology	Tami Reed ..... CPRB
Bill Lawson ..... Gen. Svcs.	25 Eric Stringer ..... CPRB
Rufus Wingo ..... Technology	26 Brian Hively ..... Technology
13 Lawrence Copley ..... Aviation	27 David Fitzwater ..... Technology
Bill Rheinlander ..... PEIA	28 David Douglas ..... Technology
14 June Butterfield ..... BRIM	29 Tina Bishop ..... Technology
Patricia Wehrle ..... Technology	Lucy Suchy ..... Ethics
15 Charles Nelson ..... BRIM	30 Jose Molinar ..... Technology
Patricia Ann Perez ..... PEIA	31 Gregory Carrier ..... Gen. Svcs.
James Perkins ..... Aviation	Scott Joslin ..... Personnel

**Administrative Notes**

**Quotes, Notes & Anecdotes** is published by the West Virginia Department of Administration

Joe Manchin III  
Governor

Robert W. Ferguson, Jr.  
Cabinet Secretary

Diane Holley  
Communication Director/Editor

Production  
Tony O’Leary  
Chad Williamson

Special Thanks  
Kaye Parks