pRIde

FALL, 2002

THE NEWSLETTER BY AND FOR RHODE ISLAND STATE EMPLOYEES

Program Manager Named for State Incentive Grant

Linda Barovier has joined the staff of the Division of Behavioral Healthcare Services as the program manager of a $9 million State Incentive Grant (SIG) to support statewide substance abuse efforts targeted at youth ages 12-17. She will work under the direction of **Sheila Whalen**, who is both the SIG project director and the Division's chief of prevention and early intervention services.

Barovier has a wealth of experience in human service program management. Most recently, she served as the substance abuse coordinator for the towns of Charlestown, Richmond and Hopkinton. In that capacity, she coordinated local substance abuse prevention efforts, and worked to expand and refine science-based programs offered to youth in those communities. Ms. Barovier previously held program management positions within the Social Services Unit of the Public Defender and with the Rhode Island Coalition Against Domestic Violence. As the State Incentive Grant Program Manager, she will work with members of the Governor's Children's Cabinet, interdepartmental managers, and a community advisory board to develop a comprehensive state wide prevention plan, identify and coordinate funding streams and to build capacity at the local level with the long term goal of reducing substance abuse among the targeted population.

Grant funds will be awarded over a three-year period, at a rate of $3 million per year. Eighty-five percent of the monies will support community-based efforts. The official kickoff was this spring, with representatives from the U.S. Department of Health and Human Services' Center for Substance Abuse Prevention (the grantor), and members of the Children's Cabinet, department managers and the advisory board gathering to begin their charge.

During the first year, collaborators will work to develop a statewide comprehensive prevention plan, and to identify all prevention funds flowing into the state through each state agency. By encouraging such collaboration, the goal is to eliminate overlap and program duplication, and to find the most effective programs to implement together rather than separately. Subsequent years of the grant will see the implementation of programs throughout Rhode Island communities. Barovier is excited about the charge and the opportunity to be a part of a collaborative effort to reshape the state prevention system. "The State Incentive Grant is a wonderful opportunity to enhance our state's leadership position at the national level while at the same time, increasing resources and science-based prevention programming at the local level."

Science-based prevention refers to intentional efforts to reduce substance abuse through implementation of various strategies or program activities with measurable, positive outcomes. The Risk and Protective Factor Model is the framework underpinning our local science-based substance abuse prevention efforts. This model identifies underlying conditions contributing to or associated with a specific problem behavior or set of problem behaviors and the conditions mitigating that behavior.

Barovier has a Master of Science Degree in Criminal Justice from the American University in Washington, DC.

The Saver's Credit

For many of us, saving money is a difficult task. After paying all the bills, it can be hard to find some extra cash to put away. But now, the government is offering a little incentive to put money aside. It's called the **Saver's Credit.**

How it Works

If you make contribution to an employer-sponsored retirement plan, a 401(k) or an individual retirement account (IRA), you may be able to take a credit on your taxes. The amount of that credit is based on the contributions you make (no more than $2000 per taxpayer) and your credit rate. Your credit rate can be as low as 10% or as high as 50% depending on your adjusted gross income and your filing status.

For example, if you're married, filing jointly, and earn less than $30,000, your credit rate is 50%. So, if you contribute $2000, you'll get $1000 credit on your taxes. On the other hand, if you're single and earn $17,000, your credit rate is 10%. That means if you contribute $2000, you'll get a $200 credit.

The Saver's Credit is more beneficial than your typical deduction. A tax deduction is a **reduction** in your income. It **reduces** the amount of your income that's subject to tax. A tax **credit**, on the other hand, is a dollar for dollar **reduction of your actual income tax.**

Claiming the Credit

However, not everyone can claim the Saver's Credit. You do NOT qualify if: You are under the age of 18 • you are a full-time student • someone else, like your parents, claims an exemption for you on their tax return • your adjusted gross income is more than $50,000 if you're married and filing jointly; $37,500 if your filing status is head of household; $25,000 if your filing status is either single, married filing separately, or qualifying widow(er).

The Saver's Credit is a temporary tax credit that is available 2002 through 2006.

FROM THE GOVERNOR'S OFFICE

Executive Orders

No.	Date	
02-01	**7-02-02**	Waiver of Entrance Fees at State Beaches on Bay Day
02-02	**7-18-02**	Expansion of Membership of the Governor's Insurance Council
02-03	**7-25-02**	State Reduction of Expenditures
02-04	**7-31-02**	Continuation of RI Select Commission on Race and Police Community Relations
02-05	**10-2-02**	Growth Centers

For more information on Executive Orders or to obtain copies, call the Office of the Executive Counsel at **222-2080**, **Extension 216** or **258**.

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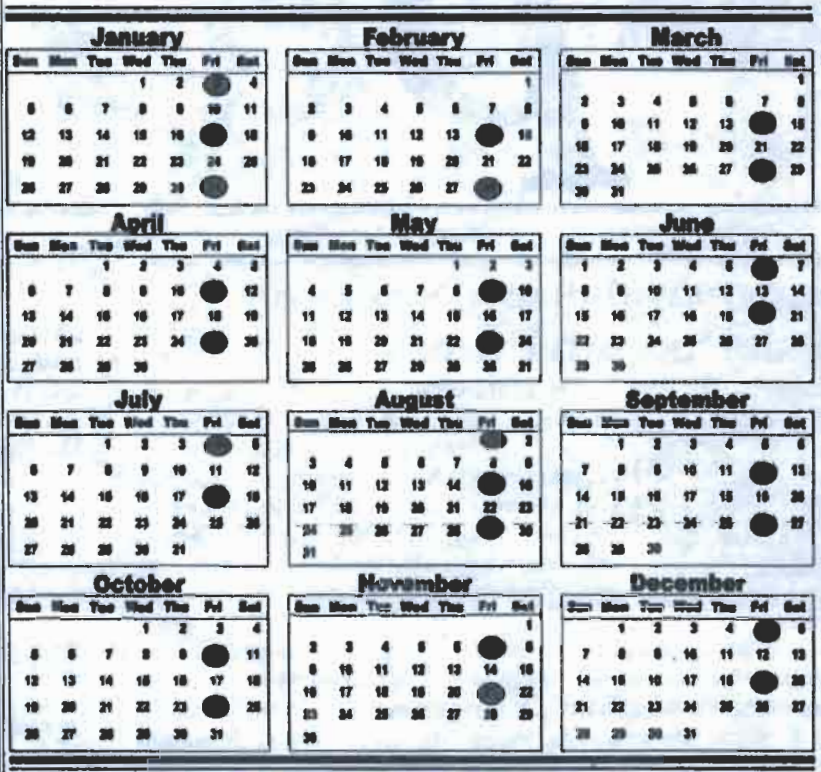
The State of Rhode Island is an equal opportunity and diversity employer and reasonable accommodations will be provided. For assistance, call EEO Office at 222-3090. (TDD 222-6144)

This Calendar is Brought to You by
The Office of Personnel Administration

2003



2003 State Holiday Celebrations

New Year's Day	Wednesday, January 1
Dr. Martin Luther King, Jr. Day	Monday, January 20
Memorial Day	Monday, May 26
Independence Day	Friday, July 4
Victory Day	Monday, August 11
Labor Day	Monday, September 1
Columbus Day	Monday, October 13
Veterans' Day	Tuesday, November 11
Thanksgiving Day	Thursday, November 27
Christmas Day	Thursday, December 25

Circled Days Indicate Pay Day for State Employees

First Call for State Employee Artists

It is time once again for the State Employee Art Show. This annual show takes place in February and March, and features work by current and retired state employees. It is one of the most popular exhibits in the gallery at One Capitol Hill, and shows the wealth of artistic talent we have in current and former state employees; talent that often lies hidden and unappreciated.

If you or someone you know is interested in sharing those talents by displaying their work, information is available online at **http://www.risca.state.ri.us/sea.htm**. Information is also available by calling the Rhode Island Council on the Arts at 222-3880, or by writing to the Arts Council at 83 Park Street, 6th Floor, Providence, RI 02903.

Even if you are not "artistic", your help is needed. The Arts Council is looking for volunteers to spend a few hours a week to "check-in" artwork, "hang" or "take down" the show.

– *Submitted by:* Karoyle Cunha

State Diversity Program Head Receives NAACP Award

Beverly A. Dwyer, the head of the State's Diversity Program was the recipient of the NAACP Providence Branch "Community Service Award" at their Freedom Fund Dinner on November 1. The President of the NAACP, Cliff Monteiro, said that Beverly was honored for her "Outstanding" leadership and commitment to the cause of freedom, justice and equality in Rhode Island.

For more Diversity News see page 5.

State Employees Golf and Raise Money for Special Olympics in Memory of Fellow Golfer David Drew

For the Sixth consecutive year, state employees and their guests joined together at Richmond Country Club for the **Howard Center's Annual Golf Tournament** hosted this year to benefit the Special Olympics in Memory of fellow golfer, friend and state employee David Drew.

David Drew died on May 30th of this year at the young age of 50 after a long struggle with liver disease. David worked for the State for 28 years. His later years were spent at Eleanor Slater Hospital (MHRH) as food service administrator. David had many friends and acquaintances and if you were lucky enough to have known him you can understand what a great loss his death has been. Many of David's co-workers were of constant support, through cards, phone calls, and donation of sick leave. David loved his job and the people he worked with. He was surrounded by people who loved and cared for him. He loved life and he loved people. A collage of pictures, which was located at the clubhouse, demonstrated this. He enjoyed life to the fullest. He brought joy and laughter to more people than you can count. He loved to play golf, especially this tournament. He participated every year until he became physically unable to do so. David was also extremely active in Special Olympics for many years. For that reason; all proceeds were donated to the Special Olympics in David's memory.

High Net Team: Deb Florio, Sally McCarthy, Susan Taylor and Anne Roach

This tournament organized by **Denise Breckel**, State Building Coordinator for the Department of Human Services (DHS), was held September 13, 2001 and raised $1,500 for the Special Olympics.

More than 160 golfers participated in this year's tournament and enjoyed 18-holes of golf played in a four-player Texas scramble format with a shotgun start. Complimentary beverages and hot dogs were provided for the golfers throughout the day. **First Class Massage** was also on hand offering golfers free massages, and **Erika Koch of the Department of Mental Health, Retardation and Hospitals (MHRH)**, volunteered her photography services to take pictures of the golfers throughout the day. Appetizers and a dinner of prime rib or baked stuffed chicken followed the tournament.

Congratulations to all tournament winners including:

Low gross scoring male team winners: **Brad and Brian Goodwin, Joe La Penta, and Rick Scholfield**

Low net scoring male team winners: **Don Devaney, Ron Razza, Frank DiGrado, Bob McCaffrey**

Low gross scoring male winner: **Rick Scholfield**

Low gross scoring female winner: **Pat Robitaille**

Low net scoring male winner: **John Murray**

Low net scoring female winner: **Mary Balzano**

Longest drive male winners: **Steve Manson and Mark Malikowski**

Longest drive female winners: **Susan Taylor and Shirley Mancini**

Closest to the pin: **Rick Scholfield and Tom Mooney**

Closest to the line male winners: **Ron Razza and Mike Paolino**

Closest to the line female winners: **Mary Balzano and Martha Steere**

Highest Gross Team: **Sylvia Harrington, Carol Agostini, Roseann Parr and Janet Angell**

For the third year **Lee Fry** of **Motiva Enterprises** donated sporting event tickets as raffle prizes including four tickets to a **Red Sox** Game, which was won by **Andy DelliCarpini**. The winners of the three **50/50 Raffles** were **George Truman, John Robitaille,** and **Roseann Parr**.

Hole sponsors of the tournament included: AA Wrecking & Asbestos Abatement; Action Auto Parts; Advanced Auto Glass; Airwick Professional Products, Ayoub Engineering; Apollo Roofing & Sheet Metal, Inc.; A-Team Petroleum, Inc.; BTS Tire & Service Stores; Cassarino's Restaurant; Castellucci, Galli Corp.; COLBEA Enterprises; Crest Manufacturing Co.; Dial Battery Paint & Auto Supply; Dome Construction; EastSide Foodmart; EDS - State Government Services; Fed Rick Veal; Gardener Construction; JMJ Construction; Martin & Associates; Motiva Enterprises LLC; Prospect Development Corp,; Providence Lacquer & Supply Co.; D. Rotondo Nurseries, Inc., Ryko Car Wash Systems; Senator William A. Walaska; Shalvey Bros. Landscape, Inc.; Simplex/Grinnell Fire Protection; Thomas F. Ginnerty, Esq.; Thomas Lonardo & Associate Architects.

Donations to the tournament were made by the following companies: AAA Southern New England; AC Delco; Car Quest Auto Parts; Coca Cola of Providence; Foxwoods Resort/Casino; McLaughlin & Moran (Budweiser); Melody Hill Golf Club; Motiva Enterprises; Northeast Golf Sales; Richmond Country Club; First Class Massage; Winifred & Ray Drew.

Special thanks go out to Mary Belzano, Tom Breckel, Michelle Breckel, Steve Cross, Andy DelliCarpini, Sandra DelliCarpini, Vicki Finn, Sylvia Harrington, Erika Koch, Barbara L'Europa, Christine O'Connor, Kelly Osberg, Angelo Ruo and Angelo Ruo for their help in coordinating the event.

Next year's tournament has already been scheduled and will take place Friday, September 12, 2003. If you are interested in participating in this event, please contact **Denise Breckel** at **462-2379**.

Please register early as space for the tournament is limited.

– *Submitted by:* Denise Breckel

Labor and Training Dedicate Memorial Garden

The Department of Labor and Training (DLT) Memorial Garden Dedication Ceremony took place on Friday, October 4th in the courtyard of the department located at 1511 Pontiac Avenue, Cranston at the Pastore Complex. The International Association of Personnel in Employment Security (IAPES) initiated the garden project.

In December 2001, DLT staff began the process of collecting names of former employees who had died after years of service at the department. Memorial bricks were ordered and embossed with names and dates, then placed in the Memorial Garden. The garden can be viewed from a glass-enclosed walkway connecting the Department's two main buildings or from the courtyard where employees often sit during their break.

Dr. Lee Arnold, Director, RI Department of Labor and Training Memorial Garden Dedication Ceremony – October 4, 2002

Dr. Lee Arnold, Director, addressed the staff with a heartwarming dedication. He reflected on sentiments by **General Henry Shelton** who spoke of the importance of faith, family, and friends. Dr. Arnold echoed Shelton's sentiments at the Memorial Garden Dedication, solemnly musing, "Today we remember people who were part of our extended family. We thank them for their contributions to this agency. We thank them for helping us to build on a strong foundation. We thank them most especially for touching our lives." The ceremony concluded with thoughtful reflection and a moment of silence, followed by a tour of the garden. Staff enjoyed refreshments as they reminisced about the honorees. Family members of the deceased were invited to view the garden from October 8th-10th.

– *Submitted by:* Linda Pratt

OTD Training Courses

November - December - January

November		**Fee**
7	Understanding the Impact of Child Sexual Abuse – Focus on the Victim	$ 35
12	Team Building and Group Dynamics	90
14	The Administrative Procedures Act	20
15	Working with Lesbian, Gay, Bisexual and Transgendered (LGBT) Clients and Their Families	35
16	Anger Management Intervention Skills with Children	35
18	Intro to Microsoft Word	120
19	Intro to Access	70
19	Domestic Violence Laws and Immigration Implications	20
November *(continued)*		**Fee**
20	Intro to Microsoft Word	120
22	Leadership and Diversity in a New Century	70
26	PowerPoint Level II	70
26	Recent Statewide Arbitration Awards	20
December		
2	Interrogation Skills Building	100
3	Creating Templates and Electronic Forms Using Microsoft Word	70
4	Managing Change	90
4	DWI Laws	15
5	Intro to Personal Computers	40
5	Effective Human Services Supervision	75
6	New Immigrants and Refugees: From Loss to Assimilation	35
10	Access Level II	70
11	Government Immunity	15
12	Play Therapy with Traumatized Children	35
14	Anger Management Intervention Skills with Adults	35
17	Working with Self-Neglecting Elders	75
20	Coping with Other People's Trauma	35
January		
6	Training of Trainers	198
8	IV Therapy: Back to Basics	75
11	Crisis Intervention with the Suicidal Client	35
14	Statutory and Regulatory Mandates of the Department of Business Administration	20
17	Exploring the Link Between Animal Abuse and Violence Toward People	5
23	Intro to Microsoft Excel (A.M.)	120
23	Intro to Microsoft Excel (P.M.)	120
30	Counseling Clients with Visual Impairments: Understanding Their Losses	35

For more information on these and other training courses, copies of the OTD Catalog are available from your department's Human Resource Officer or Training Office, or visit our website at **www.olis.state.ri.us/otd.htm**. You may call us at **222-2178** (**TDD-6144** for hearing impaired) or Fax us at **222-6378.**

Coming Soon! Financial Seminars especially for employees of the State of Rhode Island. These **FREE**, practical, noncommercial programs from the University of Rhode Island Center for Personal Financial Education will help you build financial security and increase money management confidence and skills.

Two classes have been scheduled:

1. **Early planning for retirement**
   Section 1: Wednesdays, January 15 and March 12, 2003
   Section 2: Thursdays, January 16 and March 13, 2003

2. **Financial Planning**
   Section 1: Wednesdays, February 5 and April 9, 2003
   Section 2: Thursdays, February 6 and April 10, 2003

You must attend both parts of each course. Each meets 12 noon to 1 p.m. – Department of Administration, Providence.

CALL 874-7436 TO REGISTER!

Diversity News

Labor/Management Partnership Grant Award for Diversity: The Department of Administration, Human Resource, Outreach, and Diversity Office (HROD) in partnership with the University of Rhode Island is pleased to announce an **award of $112,500.** from the Federal Mediation and Conciliation Services (FMCS) in Washington, D.C. to the State of Rhode Island.

This is a labor-management partnership grant that assists the State in developing a Plan for achieving diversity in the State workforce and for strengthening communications between labor and management. Of the 80 applications received by FMCS, 13 were awarded. Four of the thirteen were given to the public sector and only one was given to a state government-**Rhode Island**.

With the onset of a new administration expected in January, labor and management are preparing to embrace diversity, improve labor/management communications, and make changes in the way we do business.

A STRONG PARTNERSHIP-grant award for diversity to assist individuals with disabilities: The Department of Health supported the Department of Administration in a grant award for $14,000. The grant enhanced the Diversity Office's abilities to serve individuals with disAbilities. The **Diversity Office created a Resource Center** for public use to assist in their recruitment activities. Technology was introduced as the primary means to improve communications with the disAbility community.

Proclamations: Governor Lincoln Almond, in conjunction with the Diversity Office, issued proclamations to promote diversity and acknowledge various ethnic heritages. To name a few:

- **Disability Mentor Day:** Statewide effort to bring youth with disabilities and employees together for a mentoring experience. YOU can register throughout the year to serve as a volunteer mentor, which requires you to spend part of a day visiting an agency that matches a vocational interest.
- **Polish American Heritage Month (October)**
- **DisABILITY Employment Awareness Month (October)**
- **Hispanic Heritage Month (October)**

Latin-American Visual Arts Expo: Recently, a special event was held to commemorate the Annual Heritage Hispanic Month – October. The Diversity Office sponsored the first Latin-American Visual Arts Expo, under the leadership of Victor Mendoza. Everyone knows Victor as our Recruitment Officer.

The most renowned Latino visual artists in Rhode Island were featured. Over 300 people attended the opening night of the Expo. The Expo continued throughout the month. State employees, the public, and special groups enjoyed the viewing of these fine paintings and sculptures.

COX production training: The Diversity Ambassadorship Project has Media as one of its major activities. Ambassadors are continuously and periodically trained in Cox Broadcast production, under the leadership of Rose Morissette of the State Diversity Office and Yokasta Suero, the Public Access Coordinator of Cox Communications. Anyone interested in learning these skills must first become a Diversity Ambassador. Call for more info: Rose Morissette for more information at **222-7858** or email: **rosem@mail.state.ri.us.**

MET (Metropolitan Career Technical Training Center) - internship/mentorship Project: MET is an alternative learning school, funded by the Bill Gates Foundation. Rhode Island has six of the twelve schools across the country, some still under construction. These technical, communications, and clerical/administrative support students are available to all departments upon request. If your department is interested in having a student at no cost to the department, call our Diversity Mentorship Coordinator, Rose Morissette at **222-7858** or email **rosem@mail.state.ri.us**.

Focus sessions: Many thanks to all state departments who participated in the Diversity Focus Sessions, coordinated by Cheryl Burrell and assisted by Victor Mendoza of the Diversity Office. Your input has been fully transcribed and confidentially reported to the Diversity Administrator for inclusion in the Blueprint, which is tentatively scheduled for release in the spring, after briefings with the new administration.

Informational briefings: Cheryl Burrell of the Diversity Office is available, with PowerPoint presentation, to brief groups on 'The State of Diversity' here in Rhode Island. You may call to arrange a briefing at **222-6397** or email **cburrell@doa.state.ri.us.**

Group Recruitment/Examination Presentations on State Employment: In the past, the Recruitment Office used to hold one-on-one meetings with people interested in state employment or promotional opportunity. Today, we hold group forums with PowerPoint presentations to explain how to apply for State employment and how to participate in the Examination process. Departments can call the Diversity Office and request onsite presentations from Victor Mendoza. He will take his show on the road! Call him for an appointment at **222-3900** or email **vmendoza@doa.state.ri.**

COMING SOON:

Forums to Promote Diversity
Diversity Calendar for 2003

December 2002 - Diversity Ambassador Swearing-In Ceremony
January 2003 -Martin Luther King Day
Winter – tentative plans for **Diversity Concert for Everyone**
August 2003- Asian American Arts Exhibition and,
September 2003 – the African American Visual Arts Expo.

Diversity Website: It is currently under design. The Diversity Office expects the website to be online in the next few months. We will announce, when available. If you have any ideas for items for inclusion, call Beverly Dwyer: **222-2200** or email: **bdwyer@diversity.state.ri.us**

Blueprint: After a briefing with the new administration, the Diversity Office intends to release this publication through its website and the State Library, CLAN network.

Interview Guide: Release of **"How to Conduct An Interview Guide"** in January 2003. It will be made available on the Diversity Website.

Diversity Ambassadorship Project: The initial recruitment was successful in recruiting 150 ambassadors to work on Diversity projects. Recruitment is continuous and you can join at any time. Call Rose at the Diversity Office at **222-2222** or email **bdwyer@diversity.state.ri.us**

Project Military Recruit: The Diversity Office assists the various military forces in their recruitment, particularly because of the advantage of paid education as a military benefit.

In recognition of those in state service who are **currently on military leave from state service**, remember them in your prayers and during the holiday season. Those on current leave are:

Name	Department	Name	Department
Raymond Moore	Administration	Harley Monteiro	Corrections
Albert Nani	Administration	Donald Panarello	Corrections
Brett Robistow	Administration	William Paquette	Corrections
Cynthia Falaredau	Attorney General	Robert Sayles, Jr.	Corrections
Michael Archer	Corrections	William Grzebien	Env. Mgmt
Michele Auger	Corrections	Thomas Northup, Jr.	Executive
Lynda Aul	Corrections	Rick Baccus	Human Services
Daniel Carnevale	Corrections	William Maloney	Other Comm, Agencies
Seth Crosby	Corrections		
Michael Gorman	Corrections	Ramon Alferos	State Colleges
George Huddleston	Corrections	John Larch, III	Transportation
Maurice Lanciaux	Corrections		
Glen MacDonald	Corrections		

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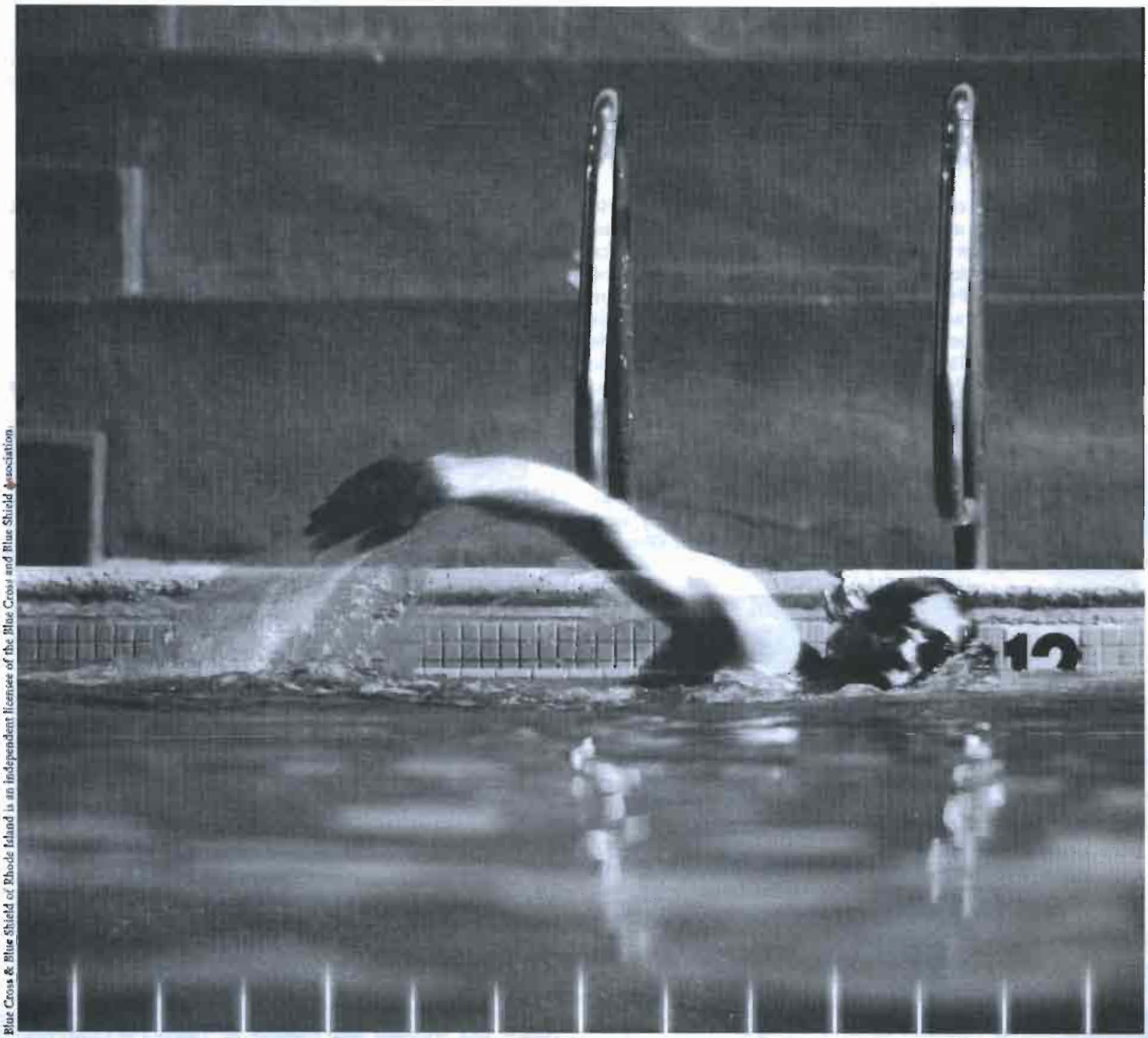

AGE 7 ▸ *chipped tooth* AGE 19 ▸ *bruised ribs* AGE 43 ▸ *knee injury from life's long journey* AGE 65 ▸ *arthritis*

Considering all you may encounter in life, it's important ***to have the health care plan that's always there for you.***

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