



STATE OF LOUISIANA
MUNICIPAL FIRE & POLICE CIVIL SERVICE

Office of State Examiner

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State Examiner

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December 28, 2012

Dear Friends:

As we began the new millennium, I also began my tenure as State Examiner of the Louisiana Municipal Fire and Police Civil Service. After over 35 years of service with this agency, I will officially retire from state service on February 4, 2013. While retirement is certainly a time to look forward to new beginnings, I also find that it is not easy to step away from a job that I have truly loved.

When I began my career with the Office of State Examiner in 1977, we had 52 jurisdictions in our system and 20 employees. We now have 141 jurisdictions and 19 employees. In other words, our mission has grown by 171%, while our staff has been reduced by 5%. It is easy to see why I have always considered our employees to be our greatest asset. We hire the best people we can, then hold them to very high standards of service. While I might like to claim that our success is because of excellent leadership and management, the truth is that it is attributable to the exemplary contribution of each employee. Whether working in our office or representing the Office of State Examiner in one of the fire and police departments throughout the state, each employee is an ambassador to what is good and right about state service. It has been both an honor and a privilege to work with each of them.

My life has also been touched by the thousands of local firefighters and police officers who have been in our system over the past 35 years. Louisiana has the finest public safety employees anywhere. Ironically, the important factors are not always things we can measure with a test. Book knowledge only carries you so far - what really makes the difference is a genuine passion for what you do, true commitment, and compassion for your fellow man. I will never escape the tug at my heart when I hear news reports about one of you being placed in harm's way. In just a month's time, I will no longer be State Examiner, but each of you will always be in my heart and prayers. It has been an honor to get to know so many of you, and to have had the opportunity to be of service to you.

I know there is always uncertainty anytime there is a change in leadership, but if I have done my job well, you should not notice any negative changes in the services provided by the Office of State Examiner during the transition period. The position of State Examiner is statutorily established, and is appointed by the Louisiana State Civil Service Commission. The Commission

December 28, 2012

Page 2

was notified in November of my pending retirement, so plans are hopefully underway to determine a replacement. I am extremely confident in the abilities of the staff who will remain, particularly Deputy State Examiner Robert S. Lawrence. He has 23 years of service with the office, and has been Deputy State Examiner for the past 13 years. Having a deputy director with Bob's extraordinary commitment and ability has made my job much more manageable. I feel confident that he will continue the level of service and accessibility you have come to expect from the Office of State Examiner.

There are many challenges and opportunities that will face the Municipal Fire and Police Civil Service in the near future. I encourage each of you to stay informed about pending legislation that impacts how the system operates. This is *your* system, and you deserve to have your voice heard at the Legislature.

In closing, I would like to express my deep appreciation and gratitude for the support and assistance everyone associated with the Municipal Fire and Police Civil Service has given me through the years. I can think of no greater honor than having had the opportunity to work with Louisiana's Firefighters and Police Officers, our civil service board members, and the local governing and appointing authorities over the past 35 years. My last day will be February 1, 2013, and I welcome you to stop by and visit any time between now and then if you are in the area. God bless, and best wishes for a happy and prosperous New Year!

Sincerely,

A handwritten signature in cursive script that reads "Melinda B. Livingston". The signature is written in black ink and is positioned above the printed name and title.

Melinda B. Livingston
State Examiner