

## NOTICE OF CIVIL SERVICE EXAMINATION FOR POLICE COMMANDER (GRADE III)

The Firefighters' and Police Officers' Civil Service Commission will hold an open, competitive examination for **Grade III Police Commander**. The written test will be conducted as the initial part of the alternate promotional system. The exam will be conducted on **January 21, 2026, at 9:00 a.m.** in Room #235 of the M.C.C. Emergency Services Education Center located at 7601 Steinbeck Bend Road, Waco, TX.

Candidates passing the written examination with a minimum score of 70 will move on to the Assessment Center. The Assessment Center will be conducted by Steve Griffith Consulting on **March 6, 2026**, at the M.C.C. Emergency Services Education Center.

Candidates will be placed on an eligibility list according to their total score, highest to lowest, derived from the combination of the following – Written Examination @ 40 points, Assessment Center @ 60 points, Seniority @ a maximum of 10 points, Military Service with Honorable Discharge or Associate's Degree @ 1 point, Bachelor's Degree or Master Peace Officer License @ 2 points and Master's Degree @ 3 points (total maximum score 113).

In order to take the examination, applicants must have held a continuous position as a Police Sergeant (Grade II) for two (2) or more years in the City of Waco Police Department immediately prior to the examination.

Applications must be made in writing to the Director of Civil Service, stating the applicant's desire to take the examination, the total number of years of service with the City of Waco Police Department, and the appropriate mailing address, including zip code.

Applications for the examination must be received by no later than **4:30 p.m. on January 13, 2026**, and delivered in person to the Office of the Director of Civil Service at 300 Austin Avenue, City Hall, Waco, Texas.

Questions may be taken from the following sources:

Ken Blanchard. **Leading at a Higher Level** 3<sup>rd</sup> Edition, Pearson Education, 2019. ISBN – 13: 978-0134857534

Christopher Connors. **Emotional Intelligence for the Modern Leader**, Rockridge Press, 2020. ISBN-13: 978-1646115600.

Brené Brown. **Dare to Lead**, Vermilion, 2018. ISBN-13: 978-1785042140.

Michael Caldero, Jeffrey Dailey, and Brian Withrow. **Police Ethics: The Corruption of Noble Cause** 4<sup>th</sup> Edition, Routledge, 2018. ISBN-13: 978-1138061170.

Covey, Stephen. **Trust and Inspire: How Truly Great Leaders Unleash Greatness in Others**. Simon & Shuster, 2022. ISBN-13: 978-1982143725.

It is hereby certified that this notice was posted at Waco City Hall  
and on the City of Waco official website on the 4th day of  
December 2025 at 3:00 PM.

DocuSigned by:

Missie Pustejovsky

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Missie Pustejovsky, Director of Civil Service