

CIVIL SERVICE COMMISSION

**RESULTS OF FIRE CAPTAIN (GRADE V)
ALTERNATE PROMOTIONAL SELECTION PROCESS**

On May 11, 2023, the following candidates took the pre-qualifying written exam for Fire Captain (Grade V) and achieved exam scores of seventy (70) or higher and, therefore, qualified to participate in the Assessment Center. On May 31, 2023, Dennis A. Joiner & Associates conducted an Assessment Center. All candidates participated in the Assessment Center, and each candidate achieved an Assessment Center score of seventy (70) or higher.

Candidates are eligible for appointment to Fire Captain in the order of the final cumulative score, highest to lowest, derived from the combination of the following – Written Exam @ 40 points, Assessment Center @ 60 points, Seniority @ a maximum of 5 points, Education @ a maximum of 3 points (total maximum score 108). Appointment is contingent upon the candidates meeting all other Civil Service requirements for the position.

CANDIDATE	TEST SCORE	40% TEST SCORE	ASSESSMENT SCORE	60% ASSESSMENT SCORE	CUMULATIVE TEST & ASSESSMENT SCORE	SENIORITY POINTS	DEGREE POINTS	FINAL CUMULATIVE SCORE
Matthew Stump	97	38.80	88.56	53.14	91.94	5	1	97.94
Tracy Blackshear	88	35.20	97.12	58.27	93.47	3	1	97.47
John M. Fogle	86	34.40	80.23	48.14	82.54	5	0	87.54
Matthew Dudley	81	32.40	74.62	44.77	77.17	5	1	83.17
Mike Puig	82	32.80	80.23	48.14	80.94	2	0	82.94
Brian Siems	92	36.80	71.36	42.82	79.62	2	0	81.62

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Missie Pustejovsky, Director of Civil Service

I hereby certify that this notice was posted at Waco City Hall and on the City of Waco official website on the 1st day of June, 2023 at 1:00 PM.