

CIVIL SERVICE COMMISSION

**RESULTS OF POLICE SERGEANT (GRADE II)
ALTERNATE PROMOTIONAL SELECTION PROCESS**

The following list of Police Officers (Grade I) took the examination for Police Sergeant (Grade II) on April 6, 2023, and qualified to participate in the Assessment Center conducted by Steve Griffith Consulting on April 28, 2023. Five candidates achieved exam scores of seventy (70) or higher, and all five participated in the assessment center. Five candidates achieved a cumulative (exam and assessment center) score of seventy (70) or higher and are now eligible for appointment to Police Sergeant in the order listed below based on the total score. Appointment is contingent upon the candidates meeting all other Civil Service requirements for the position.

Candidates are placed on the below eligibility list according to their total score, highest to lowest, derived from the combination of the following – Written Exam @ 60 points, Assessment Center @ 40 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). Candidates are eligible only for the highest educational/certification/military points for which they qualify. Candidates must have a cumulative (exam and assessment center) score of 70% or higher to be eligible for promotion.

Candidate	Exam (60%)	Assessment Center (40%)	Cummulative Score	Seniority in Grade Points	Edu/Cert/ Military Points	Total Score
Elijah Basden	47.40	36.06	83.46	7	1	91.46
Joshua McCuiston	51.00	25.29	76.29	10	2	88.29
Charles Conner	43.80	32.18	75.98	10	2	87.98
Steven Schroeder Jr	43.80	34.38	78.18	5	2	85.18
Esteban Bustillos	44.40	25.88	70.28	5	0	75.28

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Missie Pustejovsky

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Missie Pustejovsky, Director of Civil Service

I hereby certificate that this notice was posted at waco City Hall and on the City of waco official website on the 1st day of May, 2023 at 3:00 PM.