

CIVIL SERVICE COMMISSION

**RESULTS OF POLICE COMMANDER (GRADE III)
ALTERNATE PROMOTIONAL SELECTION PROCESS**

The following list of Police Sergeants (Grade II) took the examination for Police Commander (Grade III) on January 21, 2026, and qualified to participate in the Assessment Center conducted by Steve Griffith Consulting on March 6, 2026. Three candidates achieved test scores of seventy (70) or higher and participated in the assessment center. Those not having a combined (exam and assessment center) score of 70 or higher shall be eliminated from further consideration.

Those eligible for appointment to Police Commander are listed below based on the total cumulative score (including seniority and education/certification/military points). 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 @ 40 points, Assessment Center @ 60 points, Seniority in Grade @ 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.

Candidate	Exam Points (40%)	Assessment Center Points (60%)	Exam & Assessment Center Combined Points	Seniority in Grade Points	Edu/Cert/ Military Points	Total Score
Adam Fuller	28.80	55.66	84.46	5.00	2.00	91.46
Troy Sandifer	31.20	47.71	78.91	6.00	2.00	86.91
Billy Gann	28.80	41.97	70.77	5.00	2.00	77.77

It is hereby certified that this notice was posted at Waco City Hall and on the City of Waco official website on the 9th day of March 2026 at 5:00 PM.

DocuSigned by:

 Missie Pustejovsky, Director of Civil Service