

**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 recently approved for this grade. The test will be conducted on **December 10, 2020, at 9:00 a.m.** at the M.C.C. Emergency Services Education Center (Room #229) located at 7601 Steinbeck Bend Road, Waco, Texas.

Candidates passing the written test with a minimum score of 70 will move on to the Assessment Center portion of the examination. The Assessment Center will be conducted by Steve Griffith Consulting on **January 8, 2021**.

Candidates will be placed on an 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 @ 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 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 appropriate mailing address, including Zip Code.

Applications for the exam must be received by no later than **4:30 p.m. on December 3, 2020** and delivered in person to the Office of the Director of Civil Service at 3rd and Austin Avenue, City Hall, Waco, Texas.

Questions may be taken from the following sources:

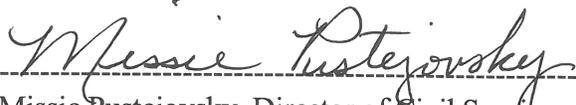
Edwin Delattre. **Character and Cops: Ethics in Policing** 6th Edition, American Enterprise Institute Press, 2011. ISBN-13: 978-0844772257.

James Kouzes and Barry Posner. **The Leadership Challenge**, 6th Edition, Jossey-Bass, 2017. ISBN-13: 978-1119278962.

Robert Shusta, Deena Levine, Herbert Wong, Aaron Olson, and Philip Harris. **Multicultural Law Enforcement: Strategies for Peacekeeping in a Diverse Society** 7th Edition, Pearson Education, 2018. ISBN-13: 978-0134849188.

Darrell Ross. **Civil Liability in Criminal Justice** 7th Edition, Routledge, 2018. ISBN-13: 978-0323356459.

This Notice is Being Posted
at Waco City Hall on the
6th Day of October, 2020
at 2:30 AM/PM



Missie Pustejovsky, Director of Civil Service