

# Memorandum

**TO:** ALL DEPARTMENT PERSONNEL      **FROM:** Paul Joseph  
Acting Chief of Police

**SUBJECT:** SERGEANT PROMOTIONAL  
EXAMINATION READING LIST      **DATE:** June 4, 2024

---

APPROVED

Memo# 2024-016

---

The reading list for the Sergeant's promotional examination has been finalized for the 2025 promotional list. The resources on this reading list have been chosen specifically to help prepare you for the rank of Sergeant within the San José Police Department.

Please review the reading list carefully to make sure the materials you are studying are the same as documented on this reading list, as these are the only required materials. Most materials are available online, via the Internet or the Department's Intranet site. Any questions regarding any of the reading material should be directed to the Research and Development Unit.



The Department will have a limited number of copies of the books available for checkout. Please contact the Research and Development Unit to reserve your copy of the books on this list.

## **San José Police Department Sergeant Promotional Examination Reading List**

### **A. Historical and Legal Reference**

1. Duty Manual, version "DM 2024 041024, not redacted" (Intranet).
2. Memorandums and Orders, June 9, 2022 through June 4, 2024, (Intranet).
3. [California Peace Officers Legal Sourcebook \(link\)](#), through revision "226."
  - i. Chapters 2-8, 11, 13-17 only.
4. [City Policy Manual \(link\)](#).
  - i. 1.1.1 – Discrimination and Harassment
  - ii. 1.1.2 – Transgender Policy
  - iii. 1.1.4 – Non-Retaliation Policy
  - iv. 1.3.1 – Workplace Violence
  - v. 1.4.2 – Substance Abuse Program & Policy

- vi. 1.7.1 – Use of Email, Internet Services, & Other Electronic Media
  - vii. 1.7.4 – Mobile Communications and Devices Policy
  - viii. 2.1.3 – Discipline Policy
5. Selected California Codes:
- i. Penal Code, Vehicle Code, Health & Safety Code, Welfare & Institutions Code, Business & Professions Code, and Evidence Code.
  - ii. These codes are to be used as an additional clarifying source of information when referenced in the Legal Sourcebook and in Department issued memos and policies; they are not books, in and of themselves, needing to be read in their entirety.

#### **B. Labor Agreements and Codes**

1. [San José Police Officers' Association \(POA\) MOA \(link\)](#), July 1, 2022 – June 30, 2025.
2. [Promotional Memorandum of Agreement \(link\)](#), July 1, 2022 – June 30, 2025.
3. [Side Letter Agreement: Sergeants' Transfer Policy \(link\)](#), February 28, 2023.
4. [Side Letter Agreement: Officers' Transfer Policy \(link\)](#), June 17, 2022.
5. [Pocket Guide to the Public Safety Officers Procedural Bill of Rights Act \(18th ed., 2019\) \(link\)](#), sections I and II only. Note, the link directs to the publisher's website. The book may be purchased anywhere. Research and Development will purchase copies upon individual request.

#### **C. Protocols**

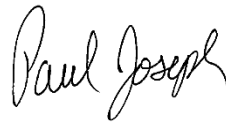
1. Active Shooter / Criminal Mass Casualty Protocol, 2015 (Intranet).
2. Child Abuse Protocol, 2023 (Intranet).
3. Domestic Violence Protocol, 2022 (Intranet).
4. Elder and Dependent Adult Abuse Protocol, 2017 (Intranet).
5. Hate Crimes Investigation Policy, 2018 (Intranet).
6. Human Trafficking Protocol, 2020 (Intranet).
7. Officer-Involved Incident Guidelines, 2021 (Intranet).

#### **D. Special Issues**

1. [2023 IPA Year End Report \(link\)](#), 2024.
2. [Final Report of the President's Task Force on 21<sup>st</sup> Century Policing \(link\)](#), 2015.
3. [President's Task Force on 21<sup>st</sup> Century Policing: A Renewed Call to Action \(link\)](#), 2023.
4. [Police Force Analysis System Eighth Summary Report \(link\)](#), 2024.
5. [Police Department Preliminary After Action Report for the Public Protests, Civil Unrest, and Law Enforcement Response from May 29<sup>th</sup> – June 7<sup>th</sup>, 2020 \(link\)](#), 2020.
6. [Independent After Action Regarding the Events of May 29 – June 7, 2020 \(link\)](#), 2021.

**E. Personal Development**

1. [Emotional Survival for Law Enforcement: A Guide for Officers and their Families, Revised Edition \(link\)](#), Dr. Kevin Gilmartin, 2021. Note, the link directs to the author's website. The book may be purchased anywhere.
2. [Resolving Conflicts at Work: Ten Strategies for Everyone on the Job, 3<sup>rd</sup> edition \(link\)](#), Kenneth Cloke and Joan Goldsmith, 2011. Note, the link directs to the Amazon website. The book may be purchased anywhere.
  - i. Chapters 1, 2, and 5-7 only.
3. [The Founding Fathers on Leadership: Classic Teamwork in Changing Times \(link\)](#), Donald Phillips, 1998. Note, the link directs to the Amazon website. The book may be purchased anywhere.



Paul Joseph  
Acting Chief of Police

PJ:PH