

Memorandum

TO: ALL DEPARTMENT PERSONNEL

FROM: Paul Joseph
Chief of Police

**SUBJECT: 2026 CAPTAIN'S PROMOTIONAL
EXAM PREPARATION
RESOURCES**

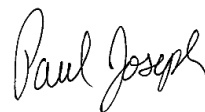
DATE: January 9, 2026

APPROVED

Memo #2026-002

The Captain's promotional examination for the 2026 testing period is under development. The resources in the attachment below are being provided as preparation tools for the promotional examination process. These resources have been specifically chosen to present current matters within law enforcement. Further information on the examination process will be provided at a later date.

A link is provided for all resources that are available online on the Department's Intranet site or the City of San Jose site. Questions regarding the resources should be directed to the Research and Development Unit.



Paul Joseph
Chief of Police

PJ:NB

Attachment 1: SJPD Preparation Resources for the Captain's Promotional Examination 2026

**San Jose Police Department Preparation Resources
Captain's Promotional Examination 2026**

1. Reimagining Community Safety Advisory Group: Police Reforms Work Plan and Reimagining Community Safety – March 17, 2021 Info Memo (sanjoseca.gov: [Reimagining Community Safety](#)).
2. San Jose Police Department Duty Manual NOT Redacted, August 8, 2025 (SJPD Intranet: [SJPD Duty Manual](#)).
3. SJPD Memorandums and Orders, July 1, 2024 through December 1, 2025 (SJPD Intranet: [SJPD Memos and Orders](#)).
4. Final Report of the President's Task Force on 21st Century Policing, May 2015, US DOJ Office of Community Policing Services (SJPD Intranet: [21st Century Policing](#)).
5. Task Force on 21st Century Policing: A Renewed Call to Action, April 25, 2023 (SJPD Intranet: [A Renewed Call to Action](#)).
6. Police Force Analysis SystemSM Ninth Summary Report San Jose Police Department Use of Force Data, June 2025 (SJPD.org: [Force Analysis](#)).
7. Independent After Action Report Regarding the Events of May 29-June 7, 2020, October 2021, OIR Group (SJPD Intranet: [Independent After Action Report](#)).
8. Police Department Preliminary After Action Report for the Public Protests, Civil Unrest and Law Enforcement Response from May 29th – June 7th, September 2020 (SJPD Intranet: [SJPD After Action Report](#)).