

Exam Preparation Resources for the 2027 Sergeant's Promotional List

A. Historical and Legal Reference

1. Duty Manual, version "DM 2026V1 040126, not redacted" (Intranet)
2. Memorandums and Orders, June 5, 2024 through June 1, 2026, (Intranet)
3. [California Peace Officers Legal Sourcebook \(link\)](#), through revision "235"
 - 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, 2025 – September 30, 2028
2. [Pocket Guide to the Public Safety Officers Procedural Bill of Rights Act \(19th ed., 2021\) \(link\)](#), sections I and II only. Note, the link directs to the publisher's website. The e-book is available for free online through this link. Physical copies of this book are no longer available as of this 19th edition.

C. Protocols

1. Active Shooter / Criminal Mass Casualty Protocol, 2024 (Intranet)
2. Child Abuse Protocol, 2023 (Intranet)
3. Domestic Violence Protocol, 2025 (Intranet)
4. Elder and Dependent Adult Abuse Protocol, 2017 (Intranet)
5. Hate Crimes Investigation Policy, 2026 (Intranet)
6. Law Enforcement Human Trafficking Guidelines, 2025 (Intranet)
7. Officer-Involved Incident Guidelines, 2021 (Intranet)

D. Special Issues

1. [Final Report of the President's Task Force on 21st Century Policing \(link\)](#), 2015
2. [Police Department Preliminary After Action Report for the Public Protests, Civil Unrest, and Law Enforcement Response from May 29th – June 7th, 2020 \(link\)](#), 2020

E. Personal Development

1. [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 at multiple retailers in physical, e-book, and audio format. Research and Development keeps several physical copies available for lending. It is also available for borrowing from the San Jose Public Library system online through the Libby app.