

# PBSO Sergeant Practice Test (Sample)

## Study Guide



**Everything you need from our exam experts!**

**Copyright © 2026 by Examzify - A Kaluba Technologies Inc. product.**

**ALL RIGHTS RESERVED.**

**No part of this book may be reproduced or transferred in any form or by any means, graphic, electronic, or mechanical, including photocopying, recording, web distribution, taping, or by any information storage retrieval system, without the written permission of the author.**

**Notice: Examzify makes every reasonable effort to obtain accurate, complete, and timely information about this product from reliable sources.**

**SAMPLE**

# Table of Contents

**Copyright** ..... 1

**Table of Contents** ..... 2

**Introduction** ..... 3

**How to Use This Guide** ..... 4

**Questions** ..... 5

**Answers** ..... 8

**Explanations** ..... 10

**Next Steps** ..... 15

SAMPLE

# Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

**Remember:** successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

# How to Use This Guide

**This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:**

## **1. Start with a Diagnostic Review**

**Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.**

## **2. Study in Short, Focused Sessions**

**Break your study time into manageable blocks (e.g. 30 - 45 minutes). Review a handful of questions, reflect on the explanations.**

## **3. Learn from the Explanations**

**After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.**

## **4. Track Your Progress**

**Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.**

## **5. Simulate the Real Exam**

**Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.**

## **6. Repeat and Review**

**Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.**

**There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!**

## Questions

SAMPLE

- 1. Longevity pay provisions are part of which article?**
  - A. Article 31**
  - B. Article 32**
  - C. Article 30**
  - D. Article 33**
  
- 2. Bargaining unit members who have left the workplace and who are ordered to return to work more than one hour after completing their scheduled shifts shall be paid a minimum of how many hours?**
  - A. 4**
  - B. 6**
  - C. 5**
  - D. 8**
  
- 3. The authors of Extreme Ownership book dedicated the book to?**
  - A. their SEAL teammates**
  - B. their families**
  - C. their training cadre**
  - D. their commanding officers**
  
- 4. What is the total potential bereavement leave days (in-state plus out-of-state) for the death of an immediate family member?**
  - A. 6 days**
  - B. 7 days**
  - C. 9 days**
  - D. 10 days**
  
- 5. The offense of battery occurs when a person commits which level of offense?**
  - A. Misdemeanor of the second degree**
  - B. Misdemeanor of the first degree**
  - C. Felony of the first degree**
  - D. Misdemeanor of the third degree**

- 6. Bereavement leave for death of an immediate family member in the state of Florida may be granted for up to how many days?**
- A. 3**
  - B. 5**
  - C. 7**
  - D. 1**
- 7. What must occur prior to filing a formal report of an individual grievance?**
- A. The remedy sought must be documented**
  - B. The time and date of the incident must be recorded**
  - C. The grievance must be reviewed by legal counsel**
  - D. The conference with the next higher-level supervisor must be requested**
- 8. If the accused harasser is the immediate supervisor, to whom should the incident be reported?**
- A. The Sheriff**
  - B. Another supervisor or manager in the chain of command**
  - C. Internal Affairs**
  - D. The Chief of Patrol**
- 9. One sergeant is required for every how many deputies working an extra duty assignment?**
- A. 10**
  - B. 15**
  - C. 20**
  - D. 25**
- 10. The grievance statement portion must contain**
- A. A statement describing the problem and harm**
  - B. The remedy sought**
  - C. The time and date of the incident**
  - D. The witness contact information**

## Answers

SAMPLE

1. A
2. C
3. A
4. C
5. B
6. B
7. D
8. B
9. B
10. A

SAMPLE

## **Explanations**

SAMPLE

**1. Longevity pay provisions are part of which article?**

- A. Article 31**
- B. Article 32**
- C. Article 30**
- D. Article 33**

Longevity pay is a form of compensation tied to years of service, so it belongs in the part of the contract that handles how employees are paid. In this set, that topic is addressed in the article that covers wages and compensation, which is Article 31. Placing longevity pay there keeps pay provisions together with salary rules and payroll administration, making it clear and consistent for budgeting and processing. Other articles typically cover different areas—such as scheduling, leave, or general conditions—so they aren't the appropriate place for longevity pay.

**2. Bargaining unit members who have left the workplace and who are ordered to return to work more than one hour after completing their scheduled shifts shall be paid a minimum of how many hours?**

- A. 4**
- B. 6**
- C. 5**
- D. 8**

When someone is recalled to work after leaving, there's a protection for the disruption to their personal time. If the recall happens more than an hour after the end of the scheduled shift, the agreement sets a five-hour minimum pay. This means you're guaranteed at least five hours of pay for that recall, even if the actual recall time is shorter. If the recall lasts longer than five hours, you're paid for the actual hours worked. The five-hour minimum prevents short-notice recalls from unduly penalizing employees for taking time off and ensures fair compensation for the disruption.

**3. The authors of Extreme Ownership book dedicated the book to?**

- A. their SEAL teammates**
- B. their families**
- C. their training cadre**
- D. their commanding officers**

The main idea here is recognizing who the authors honor in the book's dedication. Jocko Willink and Leif Babin, both former Navy SEALs, center their leadership lessons on the experiences they shared with their teams. Dedicating Extreme Ownership to their SEAL teammates emphasizes that the most important lessons about ownership, accountability, and leadership come from working closely with the people who fought and trained beside them. It underlines the idea that trust and teamwork in high-stakes environments are the foundation of effective leadership. While families or mentors in training are meaningful, the explicit dedication reflects the bond and shared mission with their SEAL brothers, making the dedication to their SEAL teammates the best choice.

**4. What is the total potential bereavement leave days (in-state plus out-of-state) for the death of an immediate family member?**

- A. 6 days
- B. 7 days
- C. 9 days**
- D. 10 days

Bereavement leave is the time off provided to mourn and attend the funeral of an immediate family member. The policy separates days for in-state deaths and out-of-state deaths. In this department, three days are allowed for an in-state death, while six days are allowed for an out-of-state death. When you add those allowances together, the total potential bereavement leave days for the death of an immediate family member is nine days. This reflects the greater travel burden for out-of-state cases, resulting in a higher total allowance.

**5. The offense of battery occurs when a person commits which level of offense?**

- A. Misdemeanor of the second degree
- B. Misdemeanor of the first degree**
- C. Felony of the first degree
- D. Misdemeanor of the third degree

Battery is the intentional touching or striking of another person against their will in a harmful or offensive way. In the standard, non-aggravated form used here, that conduct is classified as a misdemeanor of the first degree. This reflects a criminal act that is wrongful and punishable, but not as serious as a felony. The level can rise to a felony only if aggravating factors are present (for example, more serious injury or use of a weapon), which would change the charge to a more serious offense. So the basic battery offense fits best as a misdemeanor of the first degree.

**6. Bereavement leave for death of an immediate family member in the state of Florida may be granted for up to how many days?**

- A. 3
- B. 5**
- C. 7
- D. 1

Five days is the typical amount of bereavement leave for the death of an immediate family member in many Florida agency policies. This duration gives employees enough time to grieve and handle funeral arrangements while still balancing staffing needs. Florida law doesn't mandate paid bereavement leave, so the actual number is set by the employer, and five days is a common, practical standard. One day is usually not enough for such a loss, three days is less common, and seven days is longer than what most departments offer, making five days the best-supported option.

7. What must occur prior to filing a formal report of an individual grievance?
- A. The remedy sought must be documented
  - B. The time and date of the incident must be recorded
  - C. The grievance must be reviewed by legal counsel
  - D. The conference with the next higher-level supervisor must be requested**

Before filing a formal grievance, you're expected to engage through the supervisory chain to address the issue at the lowest practical level. This conference with the next higher-level supervisor gives management a chance to hear the matter, gather facts, and determine whether it can be resolved informally or if a formal process is needed. It preserves the integrity of the chain of command, ensures the employee follows the established procedure, and helps avoid unnecessary formal filings when an early, cooperative resolution is possible. This step also sets the stage for how the remedy sought is considered and what evidence or documentation may be needed, while keeping other steps like collecting the incident date/time or potential legal review for later parts of the process.

8. If the accused harasser is the immediate supervisor, to whom should the incident be reported?
- A. The Sheriff
  - B. Another supervisor or manager in the chain of command**
  - C. Internal Affairs
  - D. The Chief of Patrol

When the person you would normally report to is the one accused, you escalate the matter to the next higher supervisor or manager in the chain of command. This ensures the complaint is reviewed impartially by someone who can initiate an investigation and take appropriate action without a conflict of interest. Keeping the report within the chain of command, but one level up, helps protect the integrity of the process and reduces the risk of retaliation, since the person handling the case is not the person who is accused. Remember to document the incident with specifics—dates, times, locations, what happened, and any witnesses—and follow the agency's reporting procedures. If the higher-level supervisor is also involved or unable to act, refer to Internal Affairs or the appropriate independent office per policy.

**9. One sergeant is required for every how many deputies working an extra duty assignment?**

- A. 10**
- B. 15**
- C. 20**
- D. 25**

Supervision relies on a practical span of control, and for extra-duty assignments the standard is one sergeant for every fifteen deputies. This ratio keeps the sergeant's workload manageable so they can effectively direct tasks, monitor safety and conduct, and quickly address issues that arise. If there are more deputies, additional sergeants are needed to maintain proper oversight; if there are fewer, the same ratio is still appropriate to ensure accountability. Numbers like ten would unnecessarily increase the number of sergeants, while twenty or twenty-five would stretch the sergeant's capacity and weaken supervision. So, fifteen deputies per sergeant best supports effective oversight and safety on extra-duty details.

**10. The grievance statement portion must contain**

- A. A statement describing the problem and harm**
- B. The remedy sought**
- C. The time and date of the incident**
- D. The witness contact information**

The main idea here is to provide a clear narrative of what happened and how it affected you. The grievance statement is your chance to describe the problem in straightforward terms and spell out the harm or impact you experienced as a result. This sets the stage for any review or action by showing exactly what went wrong and why it matters to you. The remedy you're seeking, the exact time and date of the incident, and witness contact information typically belong in other parts of the form or separate sections. The remedy is usually requested in a different area so the reviewer can see both the issue and the requested resolution distinctly. The time and date are part of the factual record of the incident and are often documented in the incident details rather than the narrative of the harm. Witness information is collected to support the grievance but is kept in a separate section dedicated to corroborating details.

## Next Steps

**Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.**

**As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.**

**If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at [hello@examzify.com](mailto:hello@examzify.com).**

**Or visit your dedicated course page for more study tools and resources:**

**<https://pbsosgt.examzify.com>**

**We wish you the very best on your exam journey. You've got this!**

SAMPLE