

SCOPE OF STUDY

House Resolution No. 104, adopted on January 30, 1965, by the Assembly of the California State Legislature, directed the Citizens' Advisory Committee on Aging to study age requirements in government employment. In compliance with the Legislature's directions, the following projects were undertaken with the assistance of several co-operating agencies:

1. Queries were directed to the 58 counties, 111 cities, and 42 miscellaneous public agencies, concerning (a) titles of jobs under their jurisdiction for which age ranges are specified; (b) approximate number of positions in each of these classifications; (c) job specifications or examination announcements for each job having age restrictions; (d) reasons for the age requirements.

A total of 211 inquiries was sent to the sample group. Additional information was received from other sources. Cities in the sample were selected from those with populations of 20,000 or more, representing the various economic and geographic areas of the state. The "miscellaneous" group comprised selected fire districts; several housing and redevelopment authorities in large population centers; and two large municipal utility districts with their own hiring arrangements.

2. The State Department of Employment secured information on governmental hiring requirements and practices from its Older Worker Specialists in some 100 local employment offices throughout the state.
3. The Office of the Legislative Council provided information on age limitations in government codes and city and county charters.
4. The State Personnel Board and the U. S. Civil Service Commission gave information on state and federal hiring policies with regard to age.
5. Information was obtained from the California State Employees Retirement System and other sources on major retirement plans and their relationship to age requirements for public employment.
6. Classified newspaper advertisements from more than 100 newspapers throughout the state were sampled for instances of age limits mentioned in recruitment for public agencies.

This report presents the project findings and recommendations based on them.