

5. That civil service examinations for public agencies should provide alternate patterns of qualifications which take into account breadth and length of experience, educational achievement, and the actual physical and mental performance requirements of the job. It is further recommended that arbitrary requirements on recency of education, such as "college graduation within the past five years," be eliminated from the hiring requirements of public agencies, and that instead appropriate examinations or qualifications appraisals be utilized to determine whether an applicant meets job standards for currency of professional or occupational preparation.
6. That the State Personnel Board, in its services to contracting public agencies, should stress the establishment of job specifications in which the individual's capacities and qualifications are measured against job duties.
7. That the State Personnel Board should include special instructions on the state's policy concerning age discrimination in its training and indoctrination of members of Qualifications Appraisal Panels, and provide age balance on such panels so that the mature worker's viewpoint will be represented.
8. That the State Personnel Board should give leadership to its contracting clients in eliminating or minimizing the establishment of upper entry age limits for public employment, especially for jobs at the entry or "junior" level.
9. That workmen's compensation experience of the state, counties, and cities should be studied for realistic information as to costs, duration of claims by age of claimant, and the incidence of such claims, in relation to public employees.
10. That the State Employees Retirement System or other appropriate agencies further explore possibilities of standardizing provisions of retirement plans among public agencies, so as to facilitate transfers of employees from one part of the governmental system to another.
11. That the possibility should be considered of giving recognition to prior qualifying experience for admission to the Safety Members and County Peace Officers' Retirement Systems even though retirement credits may not be given for such experience within these retirement plans.
12. That the educational institutions of California be encouraged to remove upper age limitations on scholarships and fellowships which prevent mature workers in governmental service (as well as private industry) from securing needed college or university training to improve their educational level and competency.
13. That legislation be enacted for a State Portable Pension Plan, as recommended in a report to the 1965 Legislature by the Citizens' Advisory Committee on Aging and the Department of Employment. It is hoped that the Legislature will again consider this recommendation and take favorable action, since the service requirements of the various retirement systems are a serious factor in age discrimination in public agencies.