

IV

CITY AND COUNTY CIVIL
SERVICE PROVISIONS

A. Variations in Age Limits

Inquiries concerning age limitations in employment, and the reasons for them were directed to 211 cities, counties, and miscellaneous public agencies throughout the state. There were 163 replies from 105 cities, 40 counties, and 17 miscellaneous districts. (San Francisco was counted as a city, rather than a county.) A list of the respondents appears in Appendix A.

Most jobs reported as having a maximum age limit requirement for hiring were in the peace officer or fireman categories. For these positions, age limits have been established by 86 cities, 29 counties, and three "miscellaneous" agencies in the sample group. However, upper age limits were mentioned for jobs in clerical, professional, technical, skilled and semi-skilled, and laborer occupations. Several of the larger cities and counties had age limits for an extensive list of positions in most of these categories. Some local ordinances or civil service rules authorize establishment of age limits for positions outside the law enforcement field. For example:

The City of Glendale set age limits for the following examinations given late in 1965:

	Age
Assistant to Auditorium Supervisor -----	21-50
Assistant Buyer -----	21-60
Civil Engineer I -----	21-45
Mechanical Repairman I -----	18-55
Right-of-Way Agent -----	24-55
Steam Plant Operator I -----	19-45
Swimming Pool Manager -----	21-45

The City's Civil Service Commission Rules and Regulations (Rule III, Section 3) authorize the Commission to fix minimum and maximum age limits for any examination. (See Appendix B).

The City of San Jose has age limits for a number of jobs, including office and clerical. The City's Civil Service Rules and Regulations provide that the Director of Personnel, after consulting with the heads of all interested departments, determines minimum qualifications for civil service examinations. These "may include, but need not be limited to, requirements respecting citizenship, age, education, experience, required licenses or certificates." (Personnel Regulations, Sec. 2005.5).

The extension of age limits within a city civil service system to jobs outside the categories of peace officer and fireman seems to be in conflict with Sections 45050-45054 of the Government Code, prohibiting