

age discrimination in city civil service except for policemen and firemen.

Only three counties among the 40 reporting mentioned age limits for jobs outside the police, fire, and safety categories, although several have office jobs classified in the "safety" category. The nature of the jobs varied. For instance, the County of San Mateo has two Junior Engineering Aid positions with an entry age limit of 30, and five part-time Food Server positions to provide part-time employment for high school and college students. Los Angeles County has several apprenticeship classes. San Diego County lists 18 jobs with entry age limits below the county's standard retirement age of 65. Some of the jobs are for "trainee" positions. A list of San Diego County Jobs with entry age limits appears in Appendix C.

Of the "miscellaneous" agencies, housing and redevelopment authorities all reported no age limits on employment. Six fire districts had age limits for firemen, and one large public utility system reported 10 Apprentice Lineman positions with age limits of 18-25, and four Tree Trimmers with age limit to 32.

The other large public utility in the sample mentioned only its retirement age of 64. Three water agencies and two small fire districts reported no age limits.

Tables A and B illustrate the spread of age limits among cities and counties by broad occupational categories.

TABLE A
Age Limits in Employment—Cities

No age limits	9
Fire and Police jobs only	65
Fire, Police, and other jobs	21
Semi-skilled and skilled	8
Professional—managerial—technical	10
Clerical	14
Apprenticeships	2
Not specified	10
Total Responses	105

TABLE B
Age Limits in Employment—Counties

No age limits	8
"Safety" and Fire jobs	24
"Safety" or Fire, and other jobs	3
Not specified	5
Total Responses	40

There appears to be some misunderstanding of the program sponsored by the State Commission on Peace Officer Standards and Training of the State Department of Justice. The Commission's standard on age for recruitment of peace officers states, "Minimum age of 21 years," with no maximum specified. (*Rules and Regulations* of the Commission, Section 1002.) This standard seems to have been interpreted by some cities to imply an upper age limit. For instance, Lodi's age range for police officer is 21-31 and the Commission is cited as establishing the range. Menlo Park has an age range for police officers of 21-35, and the City of Orange specifies ages 21-34. Both cities mentioned the Commission's standards in their responses to the survey.