

V

STATE PERSONNEL BOARD POLICIES

A. General Policies on Age in Employment

The State Personnel Board establishes the standards and conditions of employment for employees in the state merit system, under the authority of Article XXIV of the California State Constitution. In addition, the Board provides testing and other personnel services, on a contract basis, to a number of counties and cities.

The Board's rules on age limitations in employment conform with the Government Code and other statutes (see Part III of this report for a summary of the principal provisions). As of December 1965, the SPB had set upper age limits for six jobs, all in the law enforcement or safety fields. These were:

<i>Job Title</i>	<i>Age Range</i>
Correctional Officer -----	20-46
Fish and Game Warden -----	21-40
Forestry Fireman -----	18-40
Group Supervisor -----	21-46
Narcotic Agent Trainee -----	21-35
State Traffic Officer -----	21-31

Positions in the foregoing categories are used principally by the following state agencies:

Division of Forestry of the Department of Natural Resources
 Department of Corrections
 Youth Authority
 State Highway Patrol
 Bureau of Narcotics Enforcement
 Bureau of Criminal Identification and Investigation

In establishing age limits for the positions of Correctional Officer, the SPB concurred with the Department of Corrections as to the physical requirements and hazards of the work. The following statement is taken from a 1957 memorandum prepared by the SPB staff:

"The Department (of Corrections) recognizes that age predisposes persons to such conditions as increased blood pressure, arthritis, and lessened visual or auditory acuity. Such conditions, while possibly not severe enough to warrant medical rejection or disability retirement, do involve security risks in dealing with inmates of an adult correctional institution. The Department hesitates to assign Correctional Officers with these conditions to towers, cell blocks, corridors, or other posts where inmates could take undue advantage and additional hazard result. In addition, institutional physicians will not approve most older Correctional Officers for full participation in the departmental physical fitness program, thus lessening the overall effectiveness of the staff.