

Appendix B.

QUOTATIONS FROM RESPONSES OF CITIES
AND COUNTIES

CITIES

ALHAMBRA: "The City expects that not all policemen or firemen will be able to effectively perform their duties at 55. Those who have not been promoted by that time, are able to retire with 20 years of service and a sufficient pension. To allow policemen and firemen to be hired in at an age which would not allow them to retire until they were 60 or 65, is not in the best interest of the City."

BERKELEY: After a lengthy study, the City Personnel Board in 1961 adopted the policy "that age limits should be imposed only in cases where they are clearly indicated by the physical requirements of the job and on the advice of the Personnel Medical Officer, or when the position is a trainee position." The City of Berkeley Personnel Department's *Index Code*, Section 5.11, Section B (revised December 1, 1965) sets age limits for 28 classes involving 375 positions, with upper ages varying from 25 for Junior Typist and Stenographer, age 30 for Fireman and Patrolman, and age 55 for Parking Attendant and Radio Technician. Most employment is in police and fire positions. Age limits for positions believed to require them because of physical demands of the job are established after review and recommendation of the City's Personnel Medical Officer.

BURBANK: About 150 of the City's 1200 employees are Firemen or Police Patrolmen, with upper age limits of 30 and 35 respectively. The City's representative states: "We cannot conceive that any thoughtful older person would be discouraged by the existence of these limitations or would seriously consider entrance into a career in municipal law enforcement or firefighting."

COMPTON: The maximum age of 30 for Hoseman has been established because of the physical conditioning and reflexes required of entry level applicants. From past statements or statistics regarding injuries and age it has been established that the greater the age of an employee in the classification of Hoseman, the higher the incident of injury within the Department."

FREMONT: Age limits of 21-34 for Police Officer and Fireman. "In spite of our relatively high upper age level for both positions, we have found relatively few men beyond age 30 who apply for the examinations. Additionally, it is found that men beyond age 28 experience difficulty in meeting the physical requirements for these positions and tend to be eliminated either in the tests of strength and agility administered as a part of the total examination process, or in the thorough medical examination preceding appointment. Accordingly, we may find it necessary to restrict maximum age to 28 at the closing date for accepting applications for both of these positions. It may be noted that the number of men reaching age 21 will be greatly increased in the general population in 1966, and thereafter as projected by the Census Bureau, resulting from the 'baby boom' commencing in 1946. It is hoped that our recruiting problem may be lessened somewhat because of this fact."

"The age group now reaching or beyond age 30 has been in notably short supply, since this nation experienced a reduced birth rate during the depression years. As a result, all public agencies have had difficulty in obtaining enough qualified applicants within the age limits most suitable for entrance into police and fire positions."