GLENDALE: The City has upper age limits for several jobs; in law enforcement, the range is 21-32. The City Civil Service Commission, *Rules and Regulations*, Rule III, Section 3, states:

"*Age Requirements.* The Commission may fix minimum and maximum age limits for any examination by giving notice thereof in the call for such examination, and provided further that honorably discharged United States soldiers, sailors and marines, who themselves are not qualified to hold such positions, shall be given a preference of ten per cent on any age limitation."

LA HABRA: This City employs 18 Firemen and 24 Policemen, with age range 21-35, and with "safety member" retirement coverage. The City states: "Both the Police and Fire services are making an attempt to professionalize their services and it has been determined after lengthy study, that it is impossible for a man of middle age to enter a new profession as demanding in physical fitness as the police and fire sciences. It is the sincerest opinion of the city that these age restrictions are required for this type of position. Common sense and not discrimination is the basis for establishment of many physical requirements in employment."

LA PUENTE: "The City of La Puente has no statutory or other formal policies concerning age restrictions . . . However, as a matter of practical application due to the framework of our supplementary voluntary investment-retirement program, La Puente does exercise prudential discretion in this area."

LODI: "The age range for police officer is that established by the state's Peace Officer Standards and Training Commission." In Lodi, the age range for Police Officer is 21-31.

LONG BEACH: (Age range of 21-30 for Patrolman, Policewoman, and Fireman.) ". . . Even announcements for physically demanding jobs do not specify absolute upper age limits but state only 'preferred' maximum limitations. We depend on medical examinations to determine the physical fitness of eligible candidates to perform such work."

MENLO PARK: Age range for Police Officer is 21-35. "This requirement is based upon the recommendation of the Commission on Peace Officer Standards and Training. The second factor for the age limit is due to the high cost of belonging to the State Employees' Retirement System after age 35."

MONTCLAIR: This City employs 18 Police Patrolmen. The usual age range is 18-35 but may be extended to age 40 with specified experience. "Officers are required to do strenuous work; retirement contributions for officers entering at a later age are prohibitive."

ONTARIO: Age range for Policemen is 21-36, and for Firemen 21-31. Reason given: "Obvious—physical."

ORANGE, CITY OF: Age ranges of 21-34 for both Police and Fire positions. "Our age limits for police have been promulgated by the State Department of Justice, Commission on Peace Officers Standards and Training . . . Standards for the fire service must be considered in the same light and we have accordingly set our entry restriction for firemen."

PICO RIVERA: ". . . None of our job specifications indicate any preference to age . . . In consideration of an employee for positions that we would hope to keep filled a number of years, age does become a serious consideration."

PLEASANT HILL: Only position with an age limit is Crossing Guard. "We feel that persons over seventy-two probably not able to stand the rigors of outside duties in inclement weather . . . As a practical matter, we do hesitate at hiring persons in the upper age bracket because of the effect that such hiring has on our retirement contribution rate . . . We would be more inclined to hire more elderly people (60 plus) on a full or part-time basis if it were possible to exclude them from membership in the retirement system."

RICHMOND: Age limits for Firemen and Police Patrolmen are 21-29. Reasons given: "(1) The work involves great physical exertion at times. (2) Younger employees are less liable to injury in this type of work. (3) Medically disabling retirements are an unfair burden on the Safety Officer Retirement System."