

- SAN BRUNO:** "The age requirement is to insure the ability of newly appointed personnel to meet the educational requirements of training to be given upon entrance of this type of work where it is necessary to meet the minimum State requirements in connection with the State's program of matching funds in the application of minimum standards for Police Officer in the State of California, and similar training is given to Firemen even though this is not a State requirement."
- VENTURA (CITY):** Age range for Policemen and Firemen is 21-32. "Each new employee in these classifications receives a tremendous amount of training, material, and equipment. The City must expect a long period of employment from these employees to 'amortize' this heavy investment. Because of the rigors of this kind of employment, these employees must be hired at an age which will provide the City with several years employment while the officer or fireman is at peak physical condition."
- SAN JOSE:** This City has age limits for a number of jobs, including office and clerical. Age limits "are based upon the needs of the service involved, the kinds of work to be performed, the experience derived from medical records and the Workmen's Compensation experience" (also whether the job is part-time or in a trainee category). "The age of firefighting personnel affects the fire insurance rate . . . This is strenuous and hazardous work, and it is essential that young and healthy persons be recruited . . . With the laboring categories the top levels are generally set at a maximum of 45 years . . . Office and clerical workers are recruited at a maximum of 50 to 55 years. "The City of San Jose enjoys good sick leave experience (one-half of the national average for governmental employees), one of the lowest Workmen's Compensation rates in California, and a very effective working force. How much can be attributed to intelligent application of age limits when recruiting is not known but undoubtedly it is a factor."
- SAN LUIS OBISPO:** This City employs 25 Policemen and 17 Firemen, with maximum entry age of 30. Reasons given: ". . . Above this age the retirement contributions tend to be prohibitive since an annuity of one-half pay is being built up by age 55 . . . It has also been our experience that, in this type of work, older persons have a tendency to incur disabilities connected with the heart, ulcers, etc., more so than younger persons."
- SANTA ANA:** ". . . The nature of the work and the amount of training involved precludes the use of older people." The City's retirement age for safety personnel is 50 with 20 years of service.
- SANTA CLARA:** This City has age limits of under 60 for about 45 jobs, including law enforcement, skilled craftsmen, office workers, and laborers. For Firemen and Policemen the age range is 21-35. Upper age limits for a number of office, clerical, and skilled jobs are 50 and 55. Age requirements for each position are set by the City Civil Service Commission when an examination is scheduled (Civil Service Regulations 2.5, sub-section B).
- STOCKTON:** Age ranges for Firemen (108 positions) are 21-29, and for Policemen (110 positions) 21-32. Retirement is under "safety members" plan of SERS. The City representative states: "These positions require agility, stamina, and endurance. Exposure to stress and strain is great. Without a reasonable maximum entrance age the City would be faced with skyrocketing insurance costs. For example, Section 3212 of the Labor Code provides that pneumonia, heart trouble, or any hernia which develops or manifests itself during employment shall be presumed to rise out of or in the course of employment. "With the low entrance age our liability is not as great since the employee, as the years progress, usually advances to a position with less physical activity through seniority or promotion. It is difficult now to effectively utilize the services of all public safety members who suffer permanent impairment because of an industrial injury. At times, we have to resort to forced retirement."

COUNTIES

- ALAMEDA:** Deputy Sheriff, 21-34. "The 35th birthday is the cutoff point for admission to the system."
- CONTRA COSTA COUNTY:** Same comments.