**Section 302.10 Examinations**

a) The Director shall conduct open competitive and promotional examinations to determine the relative fitness of applicants. Examinations may include an evaluation of such factors as education, experience, training, capacity, knowledge, manual dexterity, character, and physical fitness. Tests shall be job related and may be written, oral, physical demonstration of skill, an evaluation of physical or manual fitness, or an evaluation of training and experience. Examinations shall consist of one or more tests in any combination. Where minimum or maximum requirements are established for any examination they shall be specified in the examination announcement.

b) Applicants shall not be questioned with respect to non-merit matters except as is necessary to meet the requirements of law or State policy.

c) In lieu of announcing or conducting examinations, the Director may accept the results of competitive examinations conducted by any established merit system subject to the Director's determination that such examinations are comparable in difficulty and comprehensiveness to those conducted by the Department of Central Management Services for similar positions.

(Source: Amended at 2 Ill. Reg. 33, p. 24, effective September 1, 1978)