

AMENDATORY SECTION (Amending WSR 05-01-200, filed 12/21/04, effective 7/1/05)

**WAC 357-16-085 What are the requirements for developing and administering examinations?** Examinations must be based upon documented job analysis that identifies the competencies needed to perform successfully in a position. Any examination must be administered uniformly to those individuals being examined unless reasonable accommodation in the examination process has been requested and granted. A person with a visible disability which might interfere with ~~((his/her))~~ their ability to do the job may be asked to demonstrate how ~~((he/she))~~ they would do specific~~((r))~~ job-related tasks.

AMENDATORY SECTION (Amending WSR 10-11-072, filed 5/14/10, effective 7/1/10)

**WAC 357-16-157 Is an ~~((eligible's))~~ individual's name removed from applicant and/or candidate pools when ~~((he/she is))~~ they are appointed to a position?** An ~~((eligible's))~~ individual's name may be removed from the applicant and/or candidate pool for the class to which ~~((he/she is))~~ they are appointed and all lower classes in the same class series.

AMENDATORY SECTION (Amending WSR 05-01-188, filed 12/21/04, effective 7/1/05)

**WAC 357-16-177 What procedure must an employer use to review an applicant's or candidate's examination results or the removal of ~~((his/her))~~ their name from an applicant or candidate pool under the provisions of WAC 357-16-170?** Each employer must develop a review procedure that specifies the procedure the employer will use to review an applicant's or candidate's examination results or name removal from a pool. The procedure must minimally specify that the review will be conducted by a representative of the employer that was not involved in the action under review.