

fitness for their positions to be filled, the Board of Examiners shall make, promulgate and, when they deem it necessary, amend rules for the appointment to positions of all employees of the State Roads Commission, except its Secretary, which rules shall have the force and effect of law, and no appointment of any of said employees, with respect to any position, shall be made except according to such rules. Such rules may contain any provisions deemed by said board to be proper, except that they must provide as follows:

1. For open, competitive examinations to test the relative fitness of applicants for all positions, except applicants for positions of unskilled laborers.

2. For public advertisement of all positions to be filled, except positions of unskilled laborers, including in such advertisement the time and place of examination of applicants, which advertisement shall be published at least ten days in advance in a newspaper published in the City of Baltimore, when the examination is to be held in said City of Baltimore, and in a newspaper published in the county in which said examination is to be held, when such examination is to be held in a county, or if there be no such newspaper published in such county, then in a newspaper of general circulation there.

3. For the creation of eligible lists upon which shall be entered the names of successful candidates in the order of their standing in examination. Such lists shall remain in force not longer than two years.

4. For the rejection of candidates or eligibles who fail to comply with the reasonable requirements of the board in regard to age, residence, sex, physical condition, or who have been guilty of crime or of infamous or disgraceful conduct, or who have attempted any deception or fraud in connection with an examination.

5. For separate notices from the State Roads Commission to the Board of Examiners for each position to be filled, by competitive examination, stating therein the name, duties and compensation of the position and providing that upon receipt of said notice, and within a reasonable time thereafter, the Board of Examiners shall certify to the State Roads Commission the names and addresses of the three candidates standing highest upon the eligible list to which the position is applicable, the appointment to such position to be made by the State Roads Commission from one of said three candidates.

6. For temporary employment without examination, with the consent of the board, in cases of emergency and pending appointment from an eligible list. But no such temporary employment shall continue longer than sixty days, nor shall successive temporary employments be allowed.

7. For the appointment of unskilled laborers in order of priority of application after such test for fitness as the board may prescribe.