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credits, sick or annual leave and other fringe benefits normally granted to an employee of the government.

5. The Director of Education/Superintendent may require a transferred employee to serve a probationary period.

B. Inter-Governmental

The transfer of an employee of any Federal, State or other local government to the Government of Guam may be made when the following conditions are met:

1. the position requires highly developed skills and technical abilities as determined by the Director of Education/Superintendent.
2. the employee meets the minimum qualification requirements for the position, including any assembled examination requirements.

**904.502**     **Re-employment**

- A. A permanent classified employee who separated from DOE through resignation or retirement while in good standing may be eligible for re-employment, without competition, to the same or comparable position in DOE within four years from the date of separation. For re-employment, the person must be certified by the Director of Education/Superintendent as meeting the current minimum qualification requirements for the class to which re-employment is requested. A re-employed employee may be hired at not less than the salary earned at the former position. Re-employment appointments are not subject to the certification procedures as described in these rules. Former employees covered by this Rule shall

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not be affected by the Merit Career Plan requirements.

- B. An employee who separates in good standing during a new probationary period, shall be required to serve the remainder of the new probationary period upon re-employment to the same position, subject to these rules. Otherwise, the Director of Education/Superintendent may require the employee to repeat another new probationary period.

**904.503 Reinstatement Immediately After Active Military Service**

A permanent classified employee of Department of Education, who terminates such employment for the sole purpose of entering active duty in the Armed Forces of the United States, shall be entitled to limited military leave for such periods and under such conditions as may from time to time be determined by the Civil Service Commission, and upon termination under honorable conditions of such active duty, be entitled to reinstatement in his previous position or its equivalent, in the step within his former pay, to which such employee would have been entitled but for his military service, provided that such employee makes application for such reinstatement within 90 days after discharge, and provided further that at the time of such application, he shall be on military leave status with the Department of Education consistent with these rules.

**904.504 Voluntary Demotions**

Voluntary demotions may be made when the following conditions are met:

- A. the employee meets the minimum qualification requirements of the position to which he seeks movement, including any assembled examination requirements.
- B. the employee to be demoted is a permanent employee and the movement is from a position in which he last held permanent appointment.