



## INTER-OFFICE MEMO

City Manager's Office

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**To:** All City Employees  
**From:** Kenneth P. Collard, City Manager  
**Date:** March 22, 2012  
**Subject:** In-House Promotion Opportunities

The City of Kalamazoo's Early Retirement Incentive (ERI) program is creating in-house promotion opportunities as 219 of our co-workers leave over the next 19 months.

Jerome Post, Human Resources/Labor Relations Director, expects to begin issuing Wednesday postings in the next several weeks, listing jobs that will be open to internal candidates only. They will appear on department bulletin boards.

Post advises employees who may be considering applying for a vacancy to update their resumes and discuss opportunities with department supervisors.

The largest number of ERI vacancies will be created from April to September this year and departures will be complete by January 2014. The City will fill 130 of the 219 vacancies.

Internal postings will be released to department administrators and will appear on departmental bulletin boards. Those jobs will not be posted on the City's public website and internal applicants will not use the online NeoGov site to apply.

Instead, Post advises internal candidates to submit a "letter of interest" that identifies the job or jobs they wish to be considered for and a resume. That can be done through the City's email system or by delivering copies to the Human Resources Department, located in City hall.

For positions open only to internal candidates, the job posting will appear for one week. If both internal and external candidates are considered, a closing date will be identified in the job posting for candidates to submit applications and resumes.

Applicants must submit a separate letter of interest for each job opening for which they wish to be considered.

All applicants will be notified of the status of their applications for specific positions via email or by letter if they provide no email address.

# Memorandum Report On Promotion

**United States. Congress. Senate.  
Committee on Agriculture and  
Forestry**



## **Memorandum Report On Promotion:**

**Navy Promotion Policy** United States. Congress. Senate. Committee on Armed Services,1986 Documents and Reports to Accompany Report on Civil Service Improvement ... United States. President's Committee on Civil Service Improvement,1942 *AR 600-8-19 02/02/2015 ENLISTED PROMOTIONS AND REDUCTIONS , Survival Ebooks* Us Department Of Defense,www.survivalebooks.com,Department of Defense,Delene Kvasnicka,United States Government US Army,United States Army,Department of the Army,U. S. Army,Army,DOD,The United States Army, AR 600 8 19 02 02 2015 ENLISTED PROMOTIONS AND REDUCTIONS Survival Ebooks **AR 135-155 07/13/2004 PROMOTION OF COMMISSIONED OFFICERS AND WARRANT OFFICERS OTHER THAN GENERAL OFFICERS , Survival Ebooks** Us Department Of Defense,www.survivalebooks.com,Department of Defense,Delene Kvasnicka,United States Government US Army,United States Army,Department of the Army,U. S. Army,Army,DOD,The United States Army, AR 135 155 07 13 2004 PROMOTION OF COMMISSIONED OFFICERS AND WARRANT OFFICERS OTHER THAN GENERAL OFFICERS Survival Ebooks **Semiannual Report of the Inspector General** United States. Department of Commerce. Office of the Inspector General,2007 **Annual Report of the Philippine Bureau of Civil Service for the Year Ended ...** Philippines. Bureau of Civil Service,1915 1905 06 includes also Appendix containing laws relating to the Philippine civil service civil service rules examination repuirements opinions of the attorney general resolutions of the Philippine commission statistics of examinations and appointments Bureau of insular affairs War Dept Washington 1907 **International Law Reports** E. Lauterpacht,1971-01-04 International Law Reports is the only publication in the world wholly devoted to the regular and systematic reporting in English of courts and arbitrators as well as judgements of national courts *International Monetary Fund Administrative Tribunal Reports, Volume I, 1994-1999* International Monetary Fund,2000-12-01 International Monetary Fund Administrative Tribunal Reports Volume I 1994 1999 Army Promotion List, Hearings ..., on S. 371, a Bill to Amend an Act Entilted "An Act for Making Further and More Effectual Provision for the National Defense and Other Purposes" ...., July 15-21, 1921 United States. Congress. Senate. Committee on Military Affairs,1921 **Administration of the Rural Electrification Act** United States. Congress. Senate. Committee on Agriculture and Forestry,1944 *Hearings, Reports and Prints of the House Committee on Interstate and Foreign Commerce* United States. Congress. House. Committee on Interstate and Foreign Commerce,1978 **United States Code** United States,2018 United States Code: Title 15: Commerce and trade [sections] 721-End] to ; Title 16: Conservation [sections] 1-343d ,2013 Preface 2012 edition The United States Code is the official codification of the general and permanent laws of the United States The Code was first published in 1926 and a new edition of the code has been published every six years since 1934 The 2012 edition of the Code incorporates laws enacted through the One Hundred Twelfth Congress Second session the last of which was signed by the President on January 15 2013 It does not include laws of the One Hundred Thirteenth Congress First session enacted

between January 3 2013 the date it convened and January 15 2013 By statutory authority this edition may be cited U S C 2012 ed As adopted in 1926 the Code established prima facie the general and permanent laws of the United States The underlying statutes reprinted in the Code remained in effect and controlled over the Code in case of any discrepancy In 1947 Congress began enacting individual titles of the Code into positive law When a title is enacted into positive law the underlying statutes are repealed and the title then becomes legal evidence of the law Currently 26 of the 51 titles in the Code have been so enacted These are identified in the table of titles near the beginning of each volume The Law Revision Counsel of the House of Representatives continues to prepare legislation pursuant to 2 USC 285b to enact the remainder of the Code on a title by title basis into positive law The 2012 edition of the Code was prepared and published under the supervision of Ralph V Seep Law Revision Counsel Grateful acknowledgment is made of the contributions by all who helped in this work particularly the staffs of the Office of the Law Revision Counsel and the Government Printing Office John A Boehner Speaker of the House of Representatives Washington D C January 15 2013 Page VII     *Newsletter* ,1978     *Newsletter* United States. Department of State,1978     *The Law Times Reports* ,1869     **Energy Research Abstracts** ,1989     **Overseas Business Reports** ,1973     **The Law Times Reports of Cases Decided in the House of Lords, the Privy Council, the Court of Appeal ... [new Series].** ,1869     **Federal Communications Commission Reports. V. 1-45, 1934/35-1962/64; 2d Ser., V. 1- July 17/Dec. 27, 1965-.** United States. Federal Communications Commission,1976

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