



CITY OF KYLE HR
Sept. 2019 | Issue 8

**KNOWLEDGE | YES-ATTITUDE | LEADING
EDGE | EMPLOYEE ACCOUNTABILITY**

Living Our Core Values

Generations at Work

This article breaks down the characteristics of the four generations currently in the workplace. Learn how to improve work team communication through understanding cross-cultural communication. The generations covered are the Veterans (or Traditionalists), Baby Boomers, Generation X and Echo Boomers (aka, Millennials, Generation Y or Nexters).

Veterans (1922 to 1944) at Work

- They take time to add personal touches.
- They look for freedom to socialize, particularly between assigned tasks.
- They honor their hard work with plaques. They also honor it at symbolic stages.

Baby Boomers (1945 to 1964) at Work

- Seek to prove their worth.
- Seek to be asked for their input and expertise.
- Seek to build consensus.
- Look for public recognition and awards for their work ethic.
- Look to receive perks in keeping with their professional status.
- Look to build name recognition in the company through their projects and input

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NEW HIRES PG 2

SELFIES W/ SANDRA PG 4

CELEBRATIONS PG 3

HR NOTES PG 4

WELCOME NEW HIRES



**You're now part
of the team!**



Jesse Shroyer - PW Inspector

Adrian Gooden - IT Helpdesk Tech



Damara Hines - Lead Telecommunicator

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Generation X (1965 to 1979) at Work

Members of this generation tend to

- Like lots of projects to prioritize as they see fit.
- Look to receive regular constructive feedback.
- Look to have time to pursue other interests.
- Seek to have fun at work.
- Look to work with latest computer technology.
- Be conscious of perks higher up the ladder.

Generation Y/Millennials (1980 to 2000) at Work

- You be the leader.
- Challenge me.
- Let me work with friends.
- Let's have fun.
- Respect me.
- Be flexible.

**Days without a
reportable
incident:**

37

LET'S CELEBRATE!

SEPTEMBER BIRTHDAYS

- 09/01 - Warren Christian, Public Works**
- 09/03 - Jerritt Bean, KPD**
- 09/06 - Andrew Herr, Public Works**
- 09/07 - Call Casarez, Public Works**
- 09/11 - Claudia Alvarez, PARD**
- 09/11 - James Plant, KPD**
- 09/12 - Aaron Moore, Building/Permits**
- 09/13 - Jeff Barnett, KPD**
- 09/14 - Daniel Rainwater, KPD**
- 09/15 - Madeleine Teter, Public Works**
- 09/16 - Chance Padier, PARD**
- 09/17 - Howard Koontz, Comm Development**
- 09/18 - Pratt Darbandi, Public Works**
- 09/19 - Vincent Acevedo, Public Works**
- 09/19 - Amanda Acosta, Utility Billing**
- 09/26 - Jacob Flemming, KPD**
- 09/26 - Mario Perez, Bldg**
- 09/26 - Eddy Tinajero, Municipal Court**
- 09/28 - Bianca Lucio, Dispatch**
- 09/30 - Mike Melendez, Public Works**



Congrats!

Come to the Employee Picnic!!



Join us for
good food and
good fun!

Enjoy swimming, food
trucks and Kona Ice.

Sept. 19 from 3-5 p.m. @ Kyle Pool

SEPTEMBER ANNIVERSARIES

1 Year

Courtney Curtis- Dispatch
Mishelle Rodriguez - Dispatch



2 Years

Pratt Darbandi - PW
Madeleine Teter - PW

4 Years

Perry Field - KPD

5 Years

Danielle De Leon Guerrero - IT
Adrian Gonzales - PW

9 Years

Timothy Griffith - KPD



10 Years

Joel Ysla - Library

13 Years

Jerry Hendrix - Comm.
Grace Nino - Comm.
James Earp - Admin

14 Years

James Jones - KPD

Calendar of Events

September is Suicide Awareness Month

September 14 - Kyle Market Days

September 19 - Team Kyle Employee Poolside Picnic from 3-5 p.m.



SELFIES WITH SANDRA



(L-R) Sandra with Sotero Nino, Diana Torres, Jennifer Vetrano, Sarah Watson, Taylor Bennett, Kim Hilsenbeck

HR NOTES

Tell me Something Good - share those positive stories of how we make a difference! Suggestions to make the city an even better place to work? Send to HR@cityofkyle.com.

Online training - Must be completed within 90 days of hire. We also have yearly compliance training for all employees through the LMS. Visit <https://kylecity.sharepoint.com/sites/iamkyle>

Appraisal Time - How was your year? It's time to sit down and review all of your accomplishments/goals you achieved during the review period, September 2018 to August 31, 2019.

***IMPORTANT DATES:**

September 2nd- September 13th Employees work on self-reviews

September 23-September 27 Supervisor meets one-on-one with each employee to deliver feedback.

Employees hired or promoted on or before March 2, 2019 are eligible for a merit increase based on their performance evaluation. Merit Increases will be effective Sunday, October 6, 2019.

Paycheck will reflect increase on Friday, October 25, 2019

**This timeline applies to non-sworn personnel only.*

Monthly EAP Webinar:
Maximizing Your Day:
Effective Time Management
September 17 at noon

Username: [cityofkyle](#)
Password: [cityofkyle](#)

www.deeroakseap.com

Better understand basic time management principles and what characteristics make effective time managers.

**Need Help?
Call the EAP
Helpline:
866-327-2400**