



# TEAM KYLE CONNECTION

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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# 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 - Jerriett 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!**

## 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



## 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**

## 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](mailto: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](http://www.deeroakseap.com)

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

**Need Help?**  
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