

Vision Statement

We are committed to service, community, and innovation. We support the city and all departments in attracting, developing, and retaining a highly qualified and diverse workforce.

Mission Statement

The City of Kyle Human Resources department is a business partner, working with and for the departments within the City. We are committed to recognizing that our employees are our most valuable asset. We are focused on delivering quality customer service in all personnel operations with integrity, responsiveness and sensitivity to all employees and citizens. We seek to provide support and guidance to all employees in employee relations, benefits and compensation programs, recruitment, training, development and safety. We embrace change and the opportunity it brings.

Team Kyle Culture is based on the Core Values (KYLE) listed below

Knowledge	<ul style="list-style-type: none">• Knowledgeable in all aspects of job and City operations• Maintains high quality of work• Follows health and safety guidelines.
Yes-Attitude	<ul style="list-style-type: none">• Demonstrates superior customer service• Treats other employees and citizens with kindness• Promotes goodwill• Solves conflict with tact
Leading Edge	<ul style="list-style-type: none">• Continually looking for areas to improve upon• Decisive and adaptive• Supports new ideas• A driver for change• Innovative
Employee Accountability	<ul style="list-style-type: none">• Actively seeks and gives performance feedback in order to determine developmental opportunities• Uses feedback as an opportunity for continuous improvement

Team Kyle leaders are also expected to live by these additional Core Values:

Ability to Manage Performance

- Organizes work processes to be effective and efficient.
- Provides employees with the necessary training and resources to get the job done.
- Communicates clear performance expectations and standards to the team and provides formal feedback on performance on an ongoing basis constructively and tactfully.

Develops and Leads an Effective Team

- Provides learning opportunities to the team.
- Encourages decision making and accountability.
- Establishes a vision and direction and motivates/inspires the team to follow suit.
- Leads by example.

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