



MEMORANDUM

FROM: Director of Human Resources
DEPT: Human Resources
TO: Venice City Council, through City Manager
DATE: October 10, 2025
SUBJECT: Proposal for Office Power Nap Pods for city employees

Overview

Let's face it — even superheroes need rest. And while our city employees aren't flying around in capes (yet), they are working tirelessly to make Venice a well-run, beautiful place to live. That's why we are proposing that the City of Venice take a bold, innovative (and comfy) leap forward by installing Power Nap Pods in select city office buildings.

The Case for Napping at Work

Yes — napping. But not the “accidentally-dozed-off-during-a-meeting” kind. We're talking scheduled, science-backed, productivity-boosting power naps in dedicated Power Nap Pods designed to help employees recharge and return to work more focused, alert, and less likely to write emails in all caps.

Science Says So

A 20-minute nap can improve memory, mood, and performance. NASA found that pilots who took short naps improved alertness by 54% (yes, we fact-checked NASA). Companies like Google, Zappos, and even the U.S. Army have embraced workplace napping. Why not Venice?

The Proposal

We install 3 futuristic-looking Power Nap Pods in City Hall, Public Works and Utilities. Features include:

- Privacy visors
- Built-in timers (so nobody naps through a council meeting)
- Noise-canceling features and calming sounds
- Cleanable, sustainable materials

- 🔧 Maintenance? Minimal.
- 🧼 Sanitation? Easy — like a gym wipe-down, but for naps.
- 😊 Employee morale? Through the roof.

Potential Benefits

Increased productivity (less afternoon crash)

Better mental health and reduced burnout

Happier employees = better service for citizens

A city government that embraces wellness and innovation

Budget Considerations

Cost per nap pod: \$9,590 + \$600 shipping.

Compare that to the cost of burnout, absenteeism, or office-wide caffeine dependency (plus, we can explore grants or health & wellness budget lines).

Conclusion

In the wise words of someone who definitely needed a nap:

“You can’t pour from an empty cup.”

Let’s fill our employees’ cups with rest (and maybe a lavender-scented eye mask). With nap pods, the City of Venice shows it's not afraid to lead with both heart and humor, while giving its dedicated employees the chance to recharge — one nap at a time.

Thank you for considering this proposal. Phew – I’m exhausted. I’m going to lie down for five minutes while you think about it...