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Subject: [EXTERNAL] City Council meeting 3-10-26
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I was the man in the blue City of Venice work uniform sitting with the other AFSCME reps at today's Council meeting. I had signed up to speak to Council. The nice young lady in the corner apologized and stated "We thought you were going to speak along with the rest of them". She did advise me to send this email to council if I did have something to say. I do. Would have gone something like this:

Good afternoon Council. I am 34-year City of Venice employee Dennis Rodriguez. For the record, I am not an affected employee. I come to speak on their behalf. With a 30-day notice, during the school year, City staff announced the employee schedule change. City staff cited "Operational needs" Overnight the family schedule of the affected employees were in turmoil. Who is getting the kids to school? Who is picking up the kids from school? Rehearsals, recitals, practice, games. Childcare. What time are we having supper?

Affected City employees lost their 5th day of the week. Their 5th day of the week to be able to schedule medical appointments for themselves and family. Families lost the parent that was home 1 day of the week.

Affected City employees lost their 5th day of the week to pursue secondary employment. Usually as their own businessman. Working to feed their families when one paycheck wasn't enough to pay the bills. Working a 4-10 hour day week, they had the opportunity to better their families life.

Mr. Levitt's memo, in his typical style (dismissive and condescending to the employees) says that the employees have made the necessary adjustments to their personal schedules... Employees **had** to in order to keep their jobs. It is a tribute to the desire to serve and be of service to The City of Venice that the affected employees did so.

For 32 of my 34 years with the City, operational needs of the City were satisfied by Public Works and Airport crews working a 4-10 hour day schedule. What changed?

It is counter-intuitive to think that people working a shorter work day will decrease the need for overtime. Where was the figure of \$74,000 derived from? It was swallowed whole without clarification or explanation. Public Works employees regularly complained that they had no opportunity for overtime. Trust but verify.

Morale at Public Works was not so good before. These days it is worse. Employees won't speak out for fear of retribution from supervisors. Even when Mr. Bullock issues the annual "Employee Satisfaction Survey" it is not anonymous. "For accountability purposes"

Mr. Levitt's memo stated that only 2 Airport employees are affected. There are actually 3 affected Airport Maintenance Technicians. Years ago, before the Airport was anywhere close to being as busy as it is now, there were 4 Airport Maintenance Technicians. The City never re-staffed the 4th position. A 4th person is needed now. A City employee. One with willingness to learn. One with pride in ownership, and pride in service to Venice. As I have had for 34 years. And a policy shortly to be re-instated at Fleet. Incidentally, Airport maintenance personnel work a 6:00 AM to 2:30 PM 8 hour day. If something happens at the Airport after 2:30 PM, no one is there to handle it. When the Airport maintenance crew worked a 10 hour day, someone was there until 4:30 PM.

City staff repeated the phrase "Operational Needs" without explanation or definition. They refused to

bring that phrase into the Sunshine. Bringing that phrase into the Sunshine would consist of:

1. Define the term " Operational Needs"

2 What changed?

3 How did it change?

4 Why did it change?

5 Why was changing the employees work schedule deemed to be the solution to whatever problem they perceived that they were having?

This situation must be brought into the sunshine. For as we all know, sunshine is the best disinfectant.

Thank You for your time.

Dennis Rodriguez