

From: [Kevin Pardo](#)
To: [Tracy City Council](#)
Subject: Notes on technology employment in Tracy.
Date: Tuesday, October 21, 2025 5:18:23 PM

Caution: This is an external email. Please take care when clicking links or opening attachments.

Good evening,

I was going to read the following during public comments time tonight, but I am a bit fatigued. I may still attend the first part of the meeting.

My name is Kevin Pardo and I will describe what could benefit tech workers in our community.

I believe that the most important goal is to increase tech employment. There are currently few software positions within 15 miles of the city. I am glad that Council Member Evans and Council Member Nygard are working to create jobs for our city. It appears that there are enough people with technical skills for startups to hire locally.

Guidance on local employment outside of tech is helpful. If our skills are not in demand, we may need to take a job outside of the technology sector. The economy is weakening and cryptocurrency could collapse. Learning what skills existing employers need is valuable. For example, some jobs require proficiency in business applications such as Excel.

Tech workers often benefit from discussions with others in the industry. Recent college graduates can be arrogant and disruptive. When young, we believe that tech skills and enthusiasm are superpowers. It takes years of experience and mentoring before we become productive. Older employees like myself are unsure of what skills to study. Many technologies are fads. For example, some uses of AI may be banned because hallucinations can cause real world harm. Some of us are also reluctant to adopt popular tools because of their low quality.

People in tech tend to be reclusive. Encouraging participation in local groups improves well being, especially for people who did not grow up in the city.

A variety of employers is ideal for Tracy. Dependence on a single large employer threatens long term stability. Such a corporation could also exert excessive influence. I don't recommend replicating California Forever in Solano County, for example.

Thank you,
Kevin