

**THE BOARD OF SUPERVISORS OF CONTRA COSTA COUNTY, CALIFORNIA**  
**and for Special Districts, Agencies and Authorities Governed by the Board**

Adopted this Resolution on 12/11/2012 by the following vote:

**AYES:** ☒ 5 **John Gioia**  
**Candace Andersen**  
**Mary N. Piepho**  
**Karen Mitchoff**  
**Federal D. Glover**

**NOES:** ☐

**ABSENT:** ☐

**ABSTAIN:** ☐

**RECUSE:** ☐



**Resolution No. 2012/524**

**In The Matter Of:** Reducing the Work Hours from 40/40 Hours to 32/40 Hours for Certain Employees in the Employment and Human Services Department, Community Services Bureau

WHEREAS, the Board has considered the financial impact on the department of reduced funding and decreased operational requirements, and has considered the work hours reduction plan submitted by the department; and

WHEREAS, the department will reduce the work hours from 40/40 hours to 32/40 hours for certain employees; and

WHEREAS, the department head has begun the process of issuing layoff or displacement notices, as the case may be, and have given notice to the affected employees of the Board's action; and

WHEREAS, to the extent that the subjects of this Resolution are within the scope of representation pursuant to the Meyers-Milias-Brown Act (Government Code Section 3500 et seq.), this Board has offered to meet with recognized employee organizations upon request concerning this resolution,

Now, Therefore, Be It Resolved That:

1. In order to keep expenditures within available funding, it is necessary to make position adjustments, including reduction of the work hours to the positions set forth in the lists attached hereto (A). Said list is incorporated herein by reference, and said positions are hereby reduced to 32/40 work hours, effective on the dates indicated.
2. The Employee Relations Officer shall give notice of this Resolution to all recognized employee organizations representing employees impacted by this action.
3. Recognized employee organizations may submit to the Employee Relations Officer written requests to meet and confer on specific proposals with respect to this Resolution and/or resulting layoffs. This authorization and direction is given without prejudice to the Board's right to reduce or terminate the operations and services of the County and of districts governed by this Board and to eliminate classes of employees or positions, as these decisions involve the merits, necessity, or organization of services or activities of the County and districts governed by the Board and are not subjects within the scope of representation.
4. This action is taken without prejudice to pending consulting, meeting, and meeting and conferring with recognized employee organizations.

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

**ATTESTED: December 11, 2012**

David J. Twa, County Administrator and Clerk of the Board of Supervisors

*Carrie Del Bonta*  
 By: Carrie Del Bonta, Deputy

**Contact: Reni Radeva (925) 313 -1718**

**cc:** EHSD/Community Services Bureau, Human Resources, Otilia Parra