



County of Monterey

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 26-057

January 27, 2026

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Approve and authorize advanced step placement for Deja Sero at Step 4 of the County Budget Director salary range, effective February 2, 2026, in accordance with Personnel Policies and Practices Resolution (PPPR) No. 98-394, Section A.1.11.1.

RECOMMENDATION:

It is recommended that the Board of Supervisors approve and authorize the advanced step placement for Deja Sero at Step 4 of the County Budget Director salary range, effective February 2, 2026, in accordance with PPPR No. 98-394, Section A.1.11.1.

SUMMARY/DISCUSSION:

The Human Resources Department conducted an open competitive executive recruitment for the County Budget Director position and identified Deja Sero as the top candidate. Ms. Sero has indicated she will accept an offer of employment contingent upon approval of appointment at Step 4 of the salary range. Pursuant to PPPR No. 98-394, Board of Supervisors approval is required to authorize placement to Step 4 for a classification in Unit Y.

Ms. Sero brings over 14 years of progressively responsible experience in higher education and public-sector financial administration, including service as Director of Planning and Budget at the University of Houston-Clear Lake and, most recently, as a Business Operations Consultant. She holds a Bachelor of Science and a Master of Public Administration from Kaplan University. Her extensive experience and education position her well to develop financial strategies that improve organizational efficiency while advancing the County of Monterey's goals and values.

In determining the appropriate step for appointment, prior compensation levels and the effect of differences in compensation and benefits for this position were considered. Salary recommendations have been made in accordance with the County's PPPR section A.1.11.1. This section provides for appointment at a higher salary step for reasons including credit for experience, difficulty of recruitment, and employment negotiation.

Board approval is requested to place Deja Sero at Step 4 of the County's current salary schedule for the classification of County Budget Director, effective February 2, 2026.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department has reviewed and concurs with the recommendation.

FINANCING:

There is no financial impact to the General Fund as a result of this action. Funding for the County Budget

Director position is included in the Fiscal Year 2025-26 County Administrative Office Adopted Budget.

Prepared by: Karina Bokanovich, Management Analyst III

Approved by: Sonia M. De La Rosa, County Administrative Officer