



County of Monterey

Item No.

Board Report

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

Legistar File Number: 26-701

August 11, 2026

Introduced: 7/31/2026

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

- a. Approve Amendment #1 to the Employment Agreement of County Administrative Officer (CAO) of the County of Monterey extending the term of the Agreement through December 31, 2030; and
- b. Authorize the Chair of the Board to execute the amended agreement.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Approve Amendment #1 to the Employment Agreement of County Administrative Officer (CAO) of the County of Monterey extending the term of the Agreement through December 31, 2030; and
- b. Authorize the Chair of the Board to execute the amended agreement.

SUMMARY:

The Human Resources Department recommends that the Board of Supervisors approve and authorize the amendment to the Employment Agreement for Sonia M. De La Rosa, County Administrative Officer (CAO) of the County of Monterey, to extend the term of the agreement through December 31, 2030.

DISCUSSION:

The Human Resources Department recommends that the Board of Supervisors approve and authorize an amendment to Section 2.01, "Term", of the established Employment Agreement as indicated in the attachment, extending the term of the agreement by an additional four years, through December 31, 2030.

The proposed amendment provides continuity in executive leadership while maintaining all other existing terms and conditions of employment.

OTHER AGENCY INVOLVEMENT:

The County Administrative Office and the Office of County Counsel have reviewed and approved the employment agreement.

FINANCING:

This action will not have an impact on the County General Fund. The salary and benefits of the County Administrative Office position is included in the County Administrative Office's FY 2026-27 budget.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The proposed recommended actions support the Board of Supervisors' Dynamic Organization and Employer of Choice Strategic Plan Goal. These actions demonstrate the County's commitment to attracting, hiring, and retaining a diverse and talented workforce by establishing fair compensation across all employee levels.

- ☐ Well-Being and Quality of Life
- ☐ Sustainable Infrastructure for the Present and Future
- ☐ Safe and Resilient Communities
- ☐ Diverse and Thriving Economy
- ☒ Dynamic Organization and Employer of Choice

Prepared by: Robert Uribe, Management Analyst, x5202

Approved by: Andreas Pyper, Director of Human Resources, x5043

Attachments:

Current Fully Executed Employment Agreement

Amendment #1 to Employment Agreement