

**RESOLUTION OF THE BOARD OF DIRECTORS OF THE NORTH SANTA CLARA RESOURCE CONSERVATION DISTRICT DECLARING SALARIES INDEFINITE TO AUTHORIZE RETROACTIVE SALARY AND BENEFITS**

**WHEREAS**, the California Constitution, Article 11, Section 10(a) prohibits officers or employees from receiving additional compensation for services already rendered, but the courts have generally allowed retroactive pay within the constitution if salaries were legally “indefinite”.

**WHEREAS**, a governing body may provide for retroactive changes to salaries and benefits if a resolution has been passed by June 30 of the current fiscal year that declares salaries to be indefinite.

**WHEREAS**, due to fiscal year-end closing dates and incomplete labor negotiations, the North Santa Clara Resource Conservation District (“District”) Fiscal Year 2026-27 budget and salary schedules cannot be finalized prior to July 1, 2026.

**THEREFORE BE IT RESOLVED** by the Board of Directors that the salaries and benefits of all unrepresented management and other employees are declared indefinite for Fiscal Year 2026-27, permitting the Board to implement retroactive changes once the budget has been finalized.

**BE IT FURTHER RESOLVED** that the District Manager is authorized and directed to take any other actions necessary to effectuate the intent of this Resolution.

Adopted this 11th day of June 2026, by the following vote:

Ayes:

Noes:

Abstentions:

Signed: \_\_\_\_\_  
Frank Maitski, President

Attest: \_\_\_\_\_  
Stephanie Moreno, District Manager/District Clerk