



**Lou Ann Texeira**  
*Executive Officer*

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*County Member*

February 8, 2012 (Agenda)

February 8, 2012  
Agenda Item 11

Contra Costa Local Agency Formation Commission  
651 Pine Street, Sixth Floor  
Martinez, CA 94553

**Executive Officer’s Performance Review and Compensation**

Dear Members of the Commission:

RECOMMENDATION

Consider the recommendation per the attached memo.

DISCUSSION

In December 2011, the Commission met in Closed Session to discuss staff performance. Commissioner McGill coordinated the performance review process.

Thereafter, Commissioners McGill, Tatzin and McNair met with the Executive Officer to discuss the performance review and recommendation as summarized in the attached memo. In addition, staff was asked to gather comprehensive data for next year’s review.

Thank you for your consideration of the recommendation.

Please contact the LAFCO office if you have any questions.

Sincerely,

LOU ANN TEXEIRA  
EXECUTIVE OFFICER

Attachment

# MEMORANDUM

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**CONTRA COSTA LOCAL AGENCY FORMATION COMMISSION**  
651 Pine Street, Sixth Floor ♦ Martinez CA 94553 ♦ (925) 335-1094 ♦ Fax (925) 646-1228

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February 8, 2012

**TO:** Members of the Commission  
**FROM:** Commissioners McGill, McNair and Tatzin  
**SUBJECT:** Executive Officer's Compensation

In December 2011, the Commission met in Closed Session to discuss the Executive Officer Lou Ann Texeira's Performance Evaluation.

As a committee, we subsequently met with the Executive Officer to provide input regarding the Performance Evaluation. During that meeting we expressed to the Executive Officer the very positive comments from the Commission as to the excellent work being performed by the Executive Officer.

It is recommended that the Commission approve a bonus of \$5,000 in recognition of the Executive Officer's performance.