



Lou Ann Teixeira
Executive Officer

June 11, 2025 (Agenda)

Contra Costa Local Agency Formation Commission
40 Muir Road, First Floor
Martinez, CA 94553

June 11, 2025
Agenda Item 8

Executive Officer's Performance Review and Compensation

Dear Members of the Commission:

The Commission met on April 9, 2025, in Closed Session to discuss with the LAFCO Executive Officer's her performance.

Thereafter, the Chair discussed the salary recommendation as summarized in the attached memo.

Thank you for your consideration of the recommendation.

RECOMMENDATION

Consider the recommendation per the attached memo and take action as desired.

Sincerely,
Lou Ann Teixeira

LOU ANN TEXEIRA
EXECUTIVE OFFICER

Attachment

M E M O R A N D U M

CONTRA COSTA LOCAL AGENCY FORMATION COMMISSION

40 Muir Road, First Floor ♦ Martinez CA 94553 ♦ (925) 313-7133

June 11, 2025

TO: Members of the Commission

FROM: Commissioners McGill and Quinto

SUBJECT: Executive Officer's Performance Review and Compensation

The Commission met in Closed Session on April 9, 2025, to discuss Executive Officer Lou Ann Texeira's performance evaluation.

The Vice Chair subsequently met with the Executive Officer to provide input regarding her performance review. During the meeting Commissioner comments were shared with the Executive Officer. Commissioners noted the dedicated and exceptional work provided by the Executive Officer.

It is recommended that the Commission approve a 4% increase to the Executive Officer's base salary effective January 1, 2025, resulting in an annual salary of \$ 205,845.