



Lou Ann Teixeira
Executive Officer

July 8, 2026 (Agenda)

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

**July 8, 2026
Agenda Item 6**

Executive Officer's Performance Review and Compensation

Dear Members of the Commission:

At the April 8, 2026, Contra Costa LAFCO meeting, the Commission convened to a yearly routine Closed Session with Executive Officer Lou Ann Teixeira. The Executive Officer's performance review was discussed and the Chair 's salary recommendation is summarized in the attached memo. If approved, the new annual salary amount for Lou Ann Teixeira will be \$203,881.14.

RECOMMENDATION

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

Sincerely,

Lou Ann Teixeira

LOU ANN TEXEIRA
EXECUTIVE OFFICER

Attachment - Memorandum

MEMORANDUM

CONTRA COSTA LOCAL AGENCY FORMATION COMMISSION

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

July 8, 2026

TO: Members of the Commission
FROM: Chair Quinto and Vice Chair Burgis
SUBJECT: Executive Officer's Performance Review and Compensation

The Commission met in Closed Session on April 8, 2026, to discuss Executive Officer Lou Ann Texeira's performance evaluation.

The 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, noting that the Executive Officer met the standards required for a rise in pay.

It is recommended that the Commission approve the discussed 4% increase to the Executive Officer's base salary effective January 1, 2026. The new annual salary amount for Lou Ann Texeira is \$203,881.14.

RECOMMENDATION

Consider the recommendation to approve the discussed 4% increase to the Executive Officer's base salary and/or take action as desired.

Sincerely,

Lou Ann Texeira

LOU ANN TEXEIRA
EXECUTIVE OFFICER