

I N D E X

PORT COMMISSION
OF THE
PORT OF HOUSTON AUTHORITY
OF THE PORTS OF HARRIS COUNTY, TEXAS
December 9, 2025

Minute No.

Event/Action

General

Chairman Campo convened the in-person and virtual Port Commission meeting and provided opening remarks along with Port Commissioners

Minutes

Approve the minutes of the October 27, 2025 Port Commission meeting

Staff Reports

2025-1209-01 Charlie Jenkins, Chief Executive Officer, presented a summary of selected financial and operational matters

Appearances

2025-1209-02(a) Chairman Campo introduced Ernest Lewis, Vice President of Community Impact and Vitality, Baker Ripley, who addressed the Port Commission

2025-1209-02(b) Chairman Campo introduced Julie Baker Finck, President and CEO, Barbara Bush Literacy Foundation, who addressed the Port Commission

2025-1209-02(c) Chairman Campo introduced Amina Ishaq, Fort Bend Coalition for Justice, who addressed the Port Commission

2025-1209-02(d) Chairman Campo introduced Terrance Bankston, Friends of the Earth, who addressed the Port Commission (via Webex)

2025-1209-02(e) Chairman Campo introduced Leo Luna, Church of BethelHTX and PSL, who addressed the Port Commission

2025-1209-02(f) Chairman Campo introduced Binish Azhar, Journalist and UH Alum, who addressed the Port Commission

2025-1209-02(g) Chairman Campo introduced Alex McDonald, Texas Coalition for Human Rights, who addressed the Port Commission

<u>Minute No.</u>	<u>Event/Action</u>
2025-1209-02(h)	Chairman Campo introduced Rev. Maria Teresa Bautista-Berrios, Trinity Episcopal Church, Midtown Houston, who addressed the Port Commission
2025-1209-02(i)	Chairman Campo introduced Crystal De Leon Sarmiento, Council Member and candidate for United States Congress

F. Executive

2025-1209-03	Staff Report – Selected agenda items – Erik Eriksson, Chief Legal Officer
2025-1209-04	Adopt a resolution casting the Port Authority’s vote to appoint Martina Lemond Dixon and Melissa Noriega as directors to Harris Central Appraisal District board of directors
2025-1209-05	Designation of David McNamara, Associate General Counsel of the Port Authority, to act as Public Information Coordinator for the Port Authority

G. Channel Infrastructure

2025-1209-06	Staff Report – Selected agenda items – Lori Brownell, Chief Channel Infrastructure Officer
2025-1209-07	Ratify the contract with Curtin Maritime Corp to include emergency dredging of excess maintenance dredged material at Bayport Container Terminal and Barbours Cut Terminal berths
2025-1209-08	Approve an agreement with the U. S. Army Corps of Engineers-Galveston District, pursuant to Section 1156(a)(2) of the Water Resources Development Act 2016, to contribute funds to pay costs associated with Port Authority permit application evaluations under Rivers and Harbors Act Section 408
2025-1209-09	Approve the renewal of the expiring Port Authority pipeline licenses for thirty-year terms: CenterPoint Energy Resources Corporation, dba CenterPoint Energy Texas Gas Operations
2025-1209-10	Approve the renewal of expiring Port Authority pipeline licenses for thirty-year terms for the following entities: Buckeye Development & Logistics II, LLC, Enterprise TE Products Pipeline Company, INV Propylene, LLC, and Valero Refining – Texas, LP
2025-1209-11	Authorize a pipeline license to Blanchard Pipe Line Company LLC for a thirteen-inch pipeline crossing Cedar Bayou and Goose Creek

<u>Minute No.</u>	<u>Event/Action</u>
2025-1209-12	Approve the transfer and renewal of a pipeline license from Shell Deer Park Refining Company to Deer Park Refining Limited Partnership for one six-inch and one two-inch pipeline under and across Patrick Bayou north of the Southside Mainline railroad right-of-way
2025-1209-13	Authorize a transmission line license to Comcast of Houston, LLC for one fiber optic/communication line under the Port Terminal Railroad Association Southside Mainline railroad right-of-way for two underground crossings at Independence Parkway and Miller Cut-Off Road
2025-1209-14	Authorize a transmission line license to Comcast of Houston, LLC for one fiber optic/communication line under Main Street inside the Woodhouse Terminal
	H. Commercial
2025-1209-15	Staff Report – Selected agenda items – Rina Lawrence, Director, Economic Development
2025-1209-16	Approve an amendment to the lease with AllTrans Port Services for approximately 1.04 acres out of Block 23D at Industrial Park East to extend the term for thirty-four months, at an annual base rent of \$44,868.84, subject to annual base rent escalation of the greater of 3% or the increase in the Consumer Price Index
2025-1209-17	Enter into a two-year professional services contract with a one-year extension option with Ossa Shipping Consultants for trade development activities on behalf of the Port Authority in Central and South America, in an amount not to exceed \$330,188.05 for a two-year contract period and for a one-year additional option period in an amount not to exceed \$171,112.63
	I. Finance (no items)
2025-1209-18	Staff Report – Selected agenda items – Christopher Edwards, Deputy Chief Financial Officer
2025-1209-19	Approve staff's ranking of vendors and award a three-year contract with two 1-year options, for a risk management information system, to the top-ranked proposer Origami Risk
2025-1209-20	Authorize an agreement with Carahsoft Technology Corp. for Relish Data Assure vendor validation software and services, through the United States General Services Administration

<u>Minute No.</u>	<u>Event/Action</u>
2025-1209-21	Approve the change of control of Stephens Investment Management Group, Inc. under its investment management agreement for mid-cap growth assets of the Port of Houston Authority Restated Retirement (Pension) Plan and Other Post-Employment Benefit (OPEB) Plan
	J. Infrastructure
2025-1209-22	Staff Report – Selected agenda items – Rich Byrnes, Chief Port Infrastructure Officer
2025-1209-23	Approve staff’s ranking of vendors and award a construction contract for the 2026 annual wharf and rubber-tired gantry crane painting at Barbours Cut Terminal and Bayport Container Terminal, to the top-ranked proposer Blastco Texas, Inc.
2025-1209-24	Approve staff’s ranking of vendors and award a construction contract for the 2026 annual fender maintenance program at Barbours Cut Terminal and Bayport Container Terminal, to the top-ranked proposer Taylor Marine Construction, Inc.
2025-1209-25	Approve staff’s ranking of vendors and award a construction contract for the 2026 annual pavement replacement at Barbours Cut Terminal and Bayport Container Terminal, to the top-ranked proposer Forde Construction Company, Inc.
2025-1209-26	Approve staff’s ranking of vendors and award a construction contract for the 2026 annual pavement replacement at Turning Basin Terminal, to the top ranked proposer UMD Energy Solutions Corp. dba Briar Construction
2025-1209-27	Approve staff’s ranking of vendors and award a construction contract for the construction of Container Yard 1 South at Bayport Container Terminal Phase 2, to the top-ranked proposer Harper Brothers Construction, LLC
2025-1209-28	Approve a change order with Satterfield & Pontikes Construction, Inc. to perform additional work associated with the construction of the new Port Coordination Center facility at Turning Basin Terminal
	K. Maintenance
2025-1209-29	Staff Report – Selected agenda items – Paulo Soares, Chief Port Maintenance Officer

<u>Minute No.</u>	<u>Event/Action</u>
2025-1209-30	Award a two-year contract for preventative maintenance and inspection services to Vertiv Corporation, the sole source service provider, for Liebert Uninterruptible power supply battery, static transfer switch, power distribution units, and monitoring products for Barbours Cut Terminal, Bayport Container Terminal, and Turning Basin Terminal
	L. Operations
2025-1209-31	Staff Report – Selected agenda items – Ryan Mariacher, Chief Port Operations Officer
2025-1209-32	Authorize an amendment to Tariff 8 to authorize the temporary reduction of free time provided in Subrule 137 upon thirty days’ public notice
2025-1209-33	Issue Stevedore Licenses for one-year terms commencing January 1, 2026 to Agri American Stevedores, LLC; Cooper/Ports America LLC; CT Stevedoring, Inc.; Enstructure Richardson II, LLC; Gulf Stream Marine, Inc.; Houston Terminal, LLC; Jacintoport International, LLC; Kinder Morgan Petcoke L.P. LLC; Marine Terminal Corporation; QSL (previously Empire Stevedoring); Schroder Marine Services, Inc; SESCO Terminals Corp; SSA Conventional, Inc; Suderman Contracting Stevedores, Inc.; and Texas Stevedoring Services (TSS), upon each applicant's satisfactory completion of all requirements and obligations for license issuance
2025-1209-34	Approve an amendment to the agreement with Houston Mooring Company, Inc. for spotting of vessels at all Port Authority facilities to (i) extend the term of the agreement for an additional five years, (ii) authorize an increase to the contract amount under the agreement by an amount not to exceed \$3,392,050, and (iii) provide for an increase in the per-vessel rate under the contract to \$250.00 with a 3% escalator per year
	M. People
2025-1209-35	Staff Report – Selected agenda items – Carlecia Wright, Chief People Officer and David McNamara, Associate General Counsel
2025-1209-36	Hearing and possible action to amend and restate the Port Authority’s 401(a) Defined Contribution Plan and 457(b) Deferred Compensation Plan

<u>Minute No.</u>	<u>Event/Action</u>
2025-1209-37	<p>Approve staff's ranking of vendors and award a services agreement in an amount not to exceed \$663,883 for an initial three-year term beginning January 1, 2026 with an additional two-year renewal option for cleaning services for the new Port Administration Building to the top-ranked proposer: staff ranking - first, SBS Maintenance & Cleaning LLC dba Star Building Services; second, Ambassador Services; and third, CM Simple Janitorial LLC</p> <p>Port Commission adopted the staff-recommended ranking and authorized award</p>
2025-1209-38	Authorize additional funding for calendar year 2025 for the payment of claims from the Port Authority's self-funded group medical benefits program for active employees, retirees who are not Medicare-eligible, and eligible dependents
2025-1209-39	Authorize funding for calendar year 2026 for the payment of claims from the Port Authority's self-funded group medical benefits program for active employees and eligible dependents
2025-1209-40	Authorize renewal of the one-year period option with Gallagher Benefits Services, Inc. under the agreement for employee benefits consulting services
2025-1209-41	Authorize an agreement with Aetna Life Insurance Company for stop-loss insurance coverage for the calendar year 2026 for the Port Authority's self-funded group medical benefits program for active employees, retirees who are not Medicare-eligible, and dependents, and authorize renewal negotiations with Aetna Life Insurance Company prior to coverage expiration
2025-1209-42	Approve a contract with Gartner, Inc. for Executive Partner Advisory Services for Human Resources through December 31, 2027, using the Texas Department of Information Resources cooperative purchase program
2025-1209-43	Amend the move consulting services agreement with C·move Group, Inc.
	N. Security and Emergency Operations
2025-1209-44	Staff Report – Selected agenda items – Amy Seymour, Chief Port Security and Emergency Operations Officer
2025-1209-45	Approve staff's ranking of vendors and award a three-year contract for shipyard maintenance services of three Port Authority vessels, to the top-ranked proposer National Cotton Inc. dba Pier 77 Marine

<u>Minute No.</u>	<u>Event/Action</u>
2025-1209-46	Amend the professional services contract with CAVU International I, LLC for its staff continuous performance improvement program
	O. Strategy
2025-1209-47	Staff Report – Selected agenda items – Candice Armenoff, Chief Strategy Officer
2025-1209-48	Authorize a funding agreement with the State of Texas, acting by and through the Texas Department of Transportation, to receive grant funding in the amount of \$7,786,362
2025-1209-49	Adopt the proposed 2026 Targets and Incentive Award Plan
	P. Technology (no items)
	Q. Recess Open Meeting and Convene Executive Session
	R. Reconvene Open Meeting
2025-1209-50	Authorize the Port Authority to negotiate and settle the claims of George Hedge Contractors, Inc. on the terms discussed in Executive Session, and authorize the Chief Executive Officer to do all other things reasonable or necessary to give effect to the foregoing
2025-1209-51	Approve a legal services agreement with Brown and Caldwell on the terms discussed in Executive Session, and authorize the Chief Legal Officer to do any and all things necessary to give effect to the foregoing
	T. Closing Remarks by Chairman and Commissioners
	U. Adjourn Meeting

**Port of Houston Authority
Port Commission Public Meeting**

**Houston, Texas
December 9, 2025**

A public meeting of the Port Commission of the Port of Houston Authority of Harris County, Texas was convened on December 9, 2025, at 9:15 a.m., at the Port of Houston Authority Executive Offices, Fourth Floor Boardroom, at 111 East Loop North, Houston, Texas 77029, and via Cisco WebEx. The following commissioners, staff, and counsel were present:

Ric Campo, Chairman
Wendy Cloonan, Commissioner
Stephen DonCarlos, Commissioner
Clyde Fitzgerald, Commissioner
Roland Garcia, Commissioner
Thomas Jones, Commissioner
Alan Robb, Commissioner
Charlie Jenkins, Chief Executive Officer
Eric Casey, Chief Operating Officer
Erik Eriksson, Chief Legal Officer
Tim Finley, Chief Finance Officer
Jessica Shaver, Chief Administration Officer
J. Kent Friedman, outside counsel

Chairman Campo began his opening remarks by noting that this was the final Port Commission meeting of the year. He added that the Port Authority would soon begin holding Port Commission meetings in the new Port Administration Building at East River and reported that staff members were currently putting the finishing touches on the facility. The Port Commission looked forward to convening future meetings in the new building.

Chairman Campo then highlighted a recent community outreach event, reporting that the Port Authority hosted its fourth annual Community Resource Fair the previous Saturday at Pasadena High School. He stated that the event was highly successful, with approximately 90 vendors providing health, food, employment, and other essential resources. Attendance totaled 7,051, representing approximately double the attendance from the prior year.

The level of participation underscored the needs within the surrounding communities and reflected the positive impact of the Port Authority's outreach efforts. Chairman Campo noted that he had attended the event for much of the day and observed firsthand the value of the resources provided to families. The Port Authority was proud to host the Community Resource Fair annually in support of the community.

Chairman Campo further noted that the Port Authority planned to expand its community outreach efforts in the coming year through the Anchored in Action program, which would align the resources of the port region and industry partners with the needs of local communities. Additional information regarding the program would be shared early

in the coming year and that he looked forward to the program launch.

Chairman Campo acknowledged that several speakers were scheduled to address the Port Commission during the meeting and reiterated that public comment was welcomed. He referenced public comments received during recent meetings regarding one of the Port Authority's customers, and stated that a member of the Port Authority team had followed up with individuals who provided their contact information. He stressed that the Port Commission was not permitted to respond to public comments during the meeting, but emphasized that the Port Commission listened carefully to all comments received.

Chairman Campo concluded his remarks by noting that, at the final meeting of each year, the Port Commission traditionally recognized employee service anniversaries. He highlighted that Mr. Jenkins was celebrating his 35th year of service with the Port Authority, noting that his tenure extended even longer when including his internship. Chairman Campo thanked Mr. Jenkins for his long-standing commitment to the Port Authority and added that several additional employees were also being recognized for 25- and 35-year service anniversaries. He expressed appreciation to all Port Authority staff for their continued dedication and service.

Commissioner DonCarlos observed how the Community Resource Fair had grown convincingly in the few short years it had existed, and that he was proud of its success.

Commissioner Garcia noted that he had recently attended an event held by the Houston Pilots and took the opportunity to thank them for their hard work and dedication.

Chairman Campo called for a motion to approve the minutes of the October 27, 2025, Port Commission meeting. Commissioner Cloonan moved for approval, seconded by Commissioner DonCarlos. The minutes were approved as written.

(2025-1209-01) Charlie Jenkins, Chief Executive Officer, presented a summary of selected financial and operational matters:

Mr. Jenkins began by recognizing several Port Authority employees who were celebrating milestone service anniversaries and were present at the meeting. He recognized:

- Frank Marker, Port Police Training and Administration Sergeant, for 35 years of service;
- Tabitha Barker, Barbours Cut Container Terminal Customer Service Supervisor, for 25 years of service;
- Tracy Dobbins, Barbours Cut Container Terminal Terminal Billing Administrator, for 25 years of service;

- Shawanna Jones, Barbours Cut Container Terminal Customer Service Coordinator, for 25 years of service;
- Darleen Nguyen, Customer Billing Manager of Revenue, for 25 years of service;
- Richard Dodson, Bayport Container Terminal Maintenance Electrician, RTG and Wharf, for 20 years of service; and
- Claudia Torres, Terminal Technology and Innovation EDI Coordinator, for 20 years of service.

Mr. Jenkins noted that additional employees were also being recognized for milestone anniversaries and were displayed on the screen prior to the meeting.

Mr. Jenkins then addressed cargo volumes at the Port Authority's public terminals. He stated that Port Operations staff would provide a detailed report later in the meeting and noted that volumes declined somewhat in November. The decline was not unexpected given the continued uncertainty in the market. Through November, container volumes measured in twenty-foot equivalent units (TEUs) were up approximately 5 percent, and total tonnage was up approximately 4 percent year-to-date. The Port Authority remained in a strong position heading into the end of the year and noted that staff anticipated setting new annual volume records, subject to December 2025 performance.

Mr. Jenkins provided an update on capital projects at the container terminals. He reported that staff members were completing final punch list items for the new Wharf 7 at Bayport Container Terminal. The wharf would be used to receive rubber-tired gantry (RTG) cranes in mid-month and the first container vessel was expected to be worked at the wharf shortly thereafter. The addition of Wharf 7 would allow the Port Authority to work five vessels simultaneously at Bayport, compared to four previously, and the new wharf, along with new cranes and supporting infrastructure, increased container capacity by approximately 500,000 TEUs.

Mr. Jenkins further reported that four ship-to-shore (STS) cranes departed China late in November and were enroute to Barbours Cut Container Terminal, with arrival anticipated in early February. He noted that the cranes were subject to applicable tariffs.

(2025-1209-02) Appearances

(a) Chairman Campo recognized Ernest Lewis, Vice President of Community Impact and Vitality, Baker Ripley, who addressed the Port Commission.

Mr. Lewis thanked the Port Commission and Port Authority leadership for their support and stated that Baker Ripley's mission aligned closely with that of the Port Authority in promoting regional prosperity and expanding access to opportunity. Baker

Ripley had served the Greater Houston region for more than a century as a community development organization focused on investing in people and strengthening communities.

Mr. Lewis reported that Baker Ripley served nearly half a million residents annually by connecting individuals and families to education, employment opportunities, essential resources, and pathways to economic mobility. Partnerships with the Port Authority helped expand access to workforce and educational programming. Regarding recent science, technology, engineering, and mathematics (STEM) initiatives, reporting showed that since June, Baker Ripley had delivered nearly 100 hours of STEM programming to youth and adults, including instruction in coding, robotics, digital design, and related skills.

Mr. Lewis also described partnerships with organizations such as Girls Inc. and local school districts, adding that Baker Ripley had trained elementary science teachers through a partnership with Rice University.

Mr. Lewis concluded by stating that Baker Ripley had recently launched a new Pasadena-based program and continued to expand digital literacy and workforce development initiatives. He expressed appreciation for the Port Authority's continued commitment to community investment and stated that these efforts helped support workforce readiness, community resilience, and inclusive regional growth.

(b) Chairman Campo recognized Julie Baker Finck, President and CEO, Barbara Bush Literacy Foundation, who addressed the Port Commission.

Ms. Finck thanked the Port Commission, Port Authority leadership, and staff for the opportunity to speak and stated that the Barbara Bush Houston Literacy Foundation was established to advance former First Lady Barbara Bush's belief that literacy was foundational to opportunity and long-term success. The Foundation's mission was to improve lives through the power of literacy.

Ms. Finck described the Foundation's work, which she stated included mobilizing community volunteers, supporting parents as children's first teachers, increasing access to books and reading opportunities, empowering educators with instructional resources, and strengthening community-based literacy programs.

Ms. Finck expressed appreciation for the Port Authority's selection of the Foundation as a recipient of the 2025 Community Grants Program. The grant funding would support expansion of the Foundation's My Home Library program, which provided underserved children with books to build home libraries. Access to books in the home was a strong predictor of educational success.

Ms. Finck concluded by thanking the Port Authority for its investment in literacy and community partnership and stated that the Foundation looked forward to continuing its work to support educational opportunity and student success throughout the region.

(c) Chairman Campo recognized Amina Ishaq, Fort Bend Coalition for Justice, who addressed the Port Commission.

Ms. Ishaq stated that she was addressing the Port Commission regarding activities at Barbours Cut Terminal. In her view, Port Authority infrastructure was part of a global supply chain that supported the shipment of military-related materials overseas. Public reports issued by international organizations alleged that Maersk had transported weapons components used in the armed conflict in Gaza, and she stated that such shipments had resulted in significant civilian casualties, including impacts on children.

Ms. Ishaq expressed concern that the Port Authority, as a public entity, could be perceived as facilitating or enabling such shipments through its terminals. She stated that this raised moral and ethical concerns within the community and could contribute to what she described as moral injury among residents who opposed violence and the loss of civilian life.

Ms. Ishaq urged the Port Commission to consider its legal and ethical responsibilities and to evaluate whether the Port Authority should take steps to limit or prohibit the movement of military-related cargo through its facilities. She stated that she believed the Port Authority had the ability to ensure that its operations supported peaceful and legitimate commerce.

(d) Chairman Campo recognized Terrance Bankston, Friends of the Earth, who addressed the Port Commission.

Mr. Bankston thanked the Port Commission for the opportunity to speak and stated that he wished to address two matters. First, following a recent meeting between members of the Houston Healthy Ports Coalition and Port Authority staff, as well as representatives from external partners, a document had been produced by the Port Authority, and he expressed the Coalition's interest in reviewing and providing feedback on the document. He stated that written requests had been submitted to follow up on that request.

Mr. Bankston also acknowledged and expressed appreciation for the Port Authority's recent public outreach efforts. He noted that he had received varying figures regarding the number of individuals reached through the outreach process and requested clarification of the final participation totals, while recognizing the scale of the effort.

Second, Mr. Bankston addressed matters related to Project 11 and the use of dredged material placement areas in the Galena Park and Pleasantville areas. He requested

a meeting with Port Authority leadership and staff to discuss these issues further. He also requested that a subject matter expert be given the opportunity to present information at a future Port Commission meeting facilitated by the Coalition.

(e) Chairman Campo recognized Leo Luna, Church of BethelHTX and PSL, who addressed the Port Commission.

Mr. Luna stated that he was speaking from a faith-based perspective and urged the Port Commission to consider issues of justice, compassion, and moral responsibility. He referenced his religious beliefs and stated that he felt compelled to advocate on behalf of individuals and communities experiencing violence and humanitarian suffering abroad.

Mr. Luna expressed concern regarding the shipment of military-related cargo through the Barbours Cut Container Terminal. He stated that, in his view, components transported through the Port Authority's facilities were ultimately used in armed conflict in Gaza, resulting in significant civilian harm, including impacts on children, hospitals, and residential areas.

Mr. Luna questioned whether the Port Authority's role in facilitating such shipments was consistent with ethical and moral values. He urged the Port Commission to examine the Port Authority's involvement in the transportation of military cargo and requested that shipments destined for Israel be reviewed and reconsidered.

(f) Chairman Campo recognized Binish Azhar, journalist and University of Houton alumnus, who addressed the Port Commission.

Ms. Azhar stated that she was addressing the Port Commission regarding agenda items related to funding and infrastructure at Barbours Cut Container Terminal. She identified herself as a lifelong member of the Greater Houston community and a journalist and stated that she became aware of concerns regarding international arms shipments during recent industry events and public demonstrations.

Ms. Azhar expressed concern about the humanitarian impacts of ongoing armed conflict in Gaza and stated that journalists and civilians had been significantly affected. She referenced reports and advocacy efforts alleging that weapons components used in the conflict were transported through U.S. supply chains, including facilities within the Port Authority's jurisdiction.

Ms. Azhar stated that she was troubled by what she perceived as insufficient seriousness given to these concerns during public and industry discussions. She asserted that ports, shipping companies, and related stakeholders played a role in global supply chains and therefore had influence over whether certain military-related cargo moved through their facilities.

Ms. Azhar urged the Port Commission to investigate allegations regarding shipments Maersk involving military cargo and requested that the Port Authority consider ceasing the movement of military-related shipments destined for the conflict in question. She stated that she believed such actions were necessary to address ethical and legal concerns raised by community members.

(g) Chairman Campo recognized Alex McDonald, Texas Coalition for Human Rights, who addressed the Port Commission.

Mr. McDonald stated that he was addressing the Port Commission regarding Port Authority operations and the Marine Terminal Services Agreement with Maersk that was approved earlier in the year. He referenced ongoing armed conflict in Gaza and stated that, despite public statements regarding a ceasefire, military activity and civilian harm had continued.

Mr. McDonald cited findings and statements from international organizations and human rights groups alleging serious violations of international humanitarian law related to the conflict. Public institutions, including ports and other governmental entities, had a responsibility to avoid actions that could materially support or enable such violations.

Mr. McDonald expressed concern that military aircraft components, including parts associated with F-35 aircraft, had moved through the Port Authority's facilities in connection with shipments by Maersk. The Port Authority should not rely solely on federal policy and should independently evaluate whether its facilities were being used to support military activities contributing to civilian harm overseas.

Mr. McDonald urged the Port Commission to conduct a thorough review of Maersk shipments and to take steps to ensure that military-related cargo destined for the conflict area was not transported through Port Authority terminals.

(h) Chairman Campo recognized Rev. Maria Teresa Bautista-Berrios, Trinity Episcopal Church, Midtown Houston, who addressed the Port Commission.

Rev. Bautista-Berrios stated that she was addressing the Port Commission regarding the Port Authority's contractual relationship with Maersk. She framed her remarks within the context of the Advent season and spoke from a faith-based perspective, emphasizing themes of moral responsibility, accountability, and justice.

Rev. Bautista-Berrios stated that public institutions funded by taxpayers, including the Port Authority, had an obligation to act in the public interest and to ensure that public infrastructure was not used in ways that contributed to violence or harm to civilians abroad. Reports from international bodies and faith-based organizations alleged that corporations involved in shipping military equipment played a role in ongoing armed conflict in Gaza.

Rev. Bautista-Berrios expressed concern that military aircraft components transported through Port Authority facilities were later used in attacks that affected civilians and civilian infrastructure. Remaining silent in the face of such outcomes was inconsistent with faith-based commitments to justice, mercy, and respect for human dignity.

Rev. Bautista-Berrios urged the Port Commission to investigate shipments by Maersk involving military cargo and to take action to prevent Port Authority facilities from being used to transport such cargo destined for Israel. The Port Commission had both the authority and responsibility to ensure that the Port Authority's operations aligned with ethical standards and community values.

(i) Chairman Campo recognized Crystal De Leon Sarmiento, Manvel Councilmember and candidate for United States Congress, who addressed the Port Commission.

Ms. De Leon Sarmiento introduced herself to the Port Commission and stated that she was a candidate for the newly approved Texas Congressional District 9. She noted that she had entered the race recently and welcomed the opportunity for future one-on-one conversations with Port Authority leadership.

Ms. De Leon Sarmiento stated that, having grown up in the Houston and Southeast Texas region and having served in local government, she had firsthand experience with the significant role the Port Authority played in job creation, workforce development, supply chain reliability, and regional economic growth. The Port Authority's influence extended beyond cargo movement and contributed broadly to the advancement of families, businesses, and the regional economy.

Ms. De Leon Sarmiento expressed her interest in partnering with the Port Authority, if elected, to ensure strong and informed federal support for port operations. Key Port Authority priorities—including channel expansion and dredging, federal infrastructure investment, regulatory coordination, environmental permitting, modernization initiatives, and workforce pipeline development—required active engagement and advocacy at the federal level.

Ms. De Leon Sarmiento concluded by thanking the Port Commission for its time and expressed appreciation for the work of Port Authority leadership and staff.

Chairman Campo welcomed Jay Guerra, who worked for Senator Cornyn's office, and Mayor Michel Bechtel, who was recently elected to replace Commissioner DonCarlos on the Port Commission, who was term-limited.

(2025-1209-03) Chairman Campo recognized Erik Eriksson, Chief Legal Officer, to provide a report of selected Executive agenda items.

Mr. Eriksson explained that one of the two agenda items was a follow-up to Port Commission action from earlier in the year. Item F1 was to adopt a resolution casting the Port Authority's vote for two directors to the Harris Central Appraisal District board of directors. Item F2 was to designate David McNamara to act as Public Information Coordinator for the Port Authority.

(2025-1209-04) RCA F1 was presented, moved by Commissioner Jones, seconded by Commissioner DonCarlos. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA F1 PASSED.

(2025-1209-05) RCA F2 was presented, moved by Commissioner Jones, seconded by Commissioner DonCarlos. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA F2 PASSED.

(2025-1209-06) Chairman Campo recognized Lori Brownell, Chief Channel Infrastructure Officer, to provide a report of selected Channel Infrastructure agenda items.

Ms. Brownell stated that the Channel Infrastructure Division had several agenda items for Port Commission consideration and provided a brief update on the status of ongoing maintenance dredging at the container terminals. As of December 2, draft restrictions at Bayport Container Terminal had been rescinded following completion of maintenance dredging of the terminal berths. Maintenance dredging at Barbours Cut Container Terminal berths was ongoing and was expected to be completed by December 25.

Ms. Brownell reported that the Channel Infrastructure Division had nine items on the agenda. Item G1 was a ratification request for a change order for emergency dredging of excess maintenance material at the Bayport and Barbours Cut Container Terminals. Excess shoaling at the berths resulted in maintenance dredging volumes exceeding original estimates.

Ms. Brownell further explained that Item G2 was a contributed funds agreement with the U.S. Army Corps of Engineers. The agreement would fund costs associated with the Port Authority's permit application review and evaluations under Section 408 of the Rivers and Harbors Act.

(2025-1209-07) RCA G1 was presented, moved by Commissioner DonCarlos, seconded by Commissioner Fitzgerald. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA G1 PASSED.

(2025-1209-08) RCA G2 was presented, moved by Commissioner DonCarlos, seconded by Commissioner Fitzgerald. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA G2 PASSED.

(2025-1209-09) RCA G3 was presented, moved by Commissioner DonCarlos, seconded by Commissioner Fitzgerald. Chairman Campo, and Commissioners DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Commissioner Cloonan recused herself. Nays none. RCA G3 PASSED.

(2025-1209-10) RCA G4 was presented, moved by Commissioner DonCarlos, seconded by Commissioner Fitzgerald. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA G4 PASSED.

(2025-1209-11) RCA G5 was presented, moved by Commissioner DonCarlos, seconded by Commissioner Fitzgerald. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA G5 PASSED.

(2025-1209-12) RCA G6 was presented, moved by Commissioner DonCarlos, seconded by Commissioner Fitzgerald. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA G6 PASSED.

(2025-1209-13) RCA G7 was presented, moved by Commissioner DonCarlos, seconded by Commissioner Fitzgerald. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA G7 PASSED.

(2025-1209-14) RCA G8 was presented, moved by Commissioner DonCarlos, seconded by Commissioner Fitzgerald. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA G8 PASSED.

(2025-1209-15) Chairman Campo recognized Rina Lawrence, Director, Economic Development, to provide a report of selected Commercial agenda items.

Ms. Lawrence reported that recent discussions with the Port Authority's economic development partners indicated that the broader regional economy remained strong and active, with multiple companies expanding their footprints, reflecting continued investor confidence in the Greater Houston region.

The region's sustained economic momentum was expected to drive additional demand for industrial space, including trade-related and Foreign Trade Zone-ready real estate, which supported port throughput and logistics infrastructure needs. The Houston region's development pipeline, as tracked by the Greater Houston Partnership, included 157 active projects representing approximately \$52.7 billion in capital investment and an estimated 51,000 projected jobs. Approximately 54 percent of those projects were related to manufacturing and logistics, underscoring the long-term strength of port-linked demand.

Ms. Lawrence further reported that the quarter included several notable distribution and manufacturing leases in the region. These large-scale leases and new manufacturing investments continued to demonstrate sustained demand for large industrial facilities, particularly in port-adjacent submarkets, reinforcing long-term growth in cargo volumes, drayage demand, and stable container flows throughout the region.

Ms. Lawrence concluded that the industrial market continued to perform well and that strength in logistics, manufacturing, and port-related development supported continued demand for Port Authority services.

Ms. Lawrence then presented the Commercial Division agenda items for the month, noting that there were two items for consideration: one real estate lease amendment and one professional services contract. Item H1 requested approval of an amendment to an existing lease for approximately 1.04 acres located within Block 23D at Industrial Park East. She explained that the amendment would extend the lease term for thirty-four months at an annual base rent of \$44,868.84.

Item H2 requested approval to enter into a two-year professional services contract, with a one-year extension option, for trade development activities on behalf of the Port Authority in Central and South America.

(2025-1209-16) RCA H1 was presented, moved by Commissioner Robb, seconded by Commissioner Cloonan. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA H1 PASSED.

(2025-1209-17) RCA H2 was presented, moved by Commissioner Robb, seconded by Commissioner Cloonan. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA H2 PASSED.

(2025-1209-18) Chairman Campo recognized Christopher Edwards, Deputy Chief Financial Officer to provide a report of selected Finance agenda items.

Mr. Edwards reported that the Port Authority remained on track for a record revenue year, trending approximately 3 percent above plan. The results were driven primarily by strong year-to-date container throughput, which would be addressed in further detail by Port Operations staff.

Mr. Edwards stated that despite increased throughput, Port Authority and International Longshoremen's Association (ILA) teams continued to operate efficiently. Gross margins and cash margins were trending favorably at approximately 12 percent above plan as the Port Authority approached year-end.

Mr. Edwards paused to recognize the efforts of the Finance, Human Resources, and Information Technology teams as the Port Authority advanced toward the NexGen system go-live. The teams demonstrated exceptional commitment and coordination, describing the effort as an "all hands on deck" initiative. The work was being performed in close collaboration with the Project Management Office and systems integrator partners.

Mr. Edwards then turned to the Finance Division agenda items, stating that Items I1 and I2 consisted of two technology-related contracts. Item I1 related to Origami Risk, a risk management information system that supported the Port Authority's enterprise risk management framework, and Item I2 related to Relish, a platform intended to strengthen procurement and contract-to-pay processes.

Mr. Edwards stated that the platforms were critical to modernizing the Port Authority's financial and operational systems. Over the life of the applications, they were expected to provide enhanced data transparency, reduce compliance risk, streamline workflows, and create value for both internal teams and external stakeholders.

(2025-1209-19) RCA I1 was presented. Commissioner Cloonan moved for staff's ranking of vendors to award a contract to the top-ranked proposer – first, Origami Risk, seconded by Commissioner DonCarlos. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA I1 PASSED.

(2025-1209-20) RCA I2 was presented, moved by Commissioner Cloonan, seconded by Commissioner DonCarlos. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA I2 PASSED.

(2025-1209-21) RCA I3 was presented, moved by Commissioner Cloonan, seconded by Commissioner DonCarlos. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA I3 PASSED.

(2025-1209-22) Chairman Campo recognized Rich Byrnes, Chief Infrastructure Officer, to provide a report of selected Infrastructure agenda items.

Mr. Byrnes stated that there were six Infrastructure Division RCA items on the agenda, with a combined requested authorization of approximately \$38 million. He then provided several project highlights since the prior Port Commission meeting.

Mr. Byrnes reported that the walkthrough and punch list for Wharf 7 had been completed and that the Bayport Exit Gate had been completed and commissioned. He noted that additional coordination and collaboration efforts with external organizations were ongoing.

Mr. Byrnes recognized Craig Kaspar, Director, Project and Construction Management, who had been nominated to join the American Society of Civil Engineers.

Mr. Byrnes stated that Items J1 through J4 were annual contracts for routine infrastructure projects, including crane painting, fender maintenance, and pavement replacement and upgrades. He noted that two of the four contract awardees were certified small, minority, and women-owned business enterprises.

Item J5 related to the continued build-out of Bayport Container Terminal to add capacity. The project would add approximately 16 acres to the terminal, ultimately providing seven additional rubber-tired gantry (RTG)-served container storage pads, increasing capacity by nearly 20,000 TEUs. During interim construction of Container Yard 8, a portion of the space would be used to provide approximately 834 parking spaces for ILA workers.

Mr. Byrnes explained that Item J6 was a change order to address a schedule-driven need for quality fill material for the new portland cement concrete foundation and parking lot at Turning Basin Terminal. The amount requested was a not-to-exceed figure, as staff continued to evaluate alternative approaches to reduce costs, but noted that action was needed to avoid delaying the project.

(2025-1209-23) RCA J1 was presented. Commissioner Fitzgerald moved for staff's ranking of vendors to award a construction contract to the top-ranked proposer – Blastco Texas, Inc., seconded by Commissioner Robb. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA J1 PASSED.

(2025-1209-24) RCA J2 was presented. Commissioner Fitzgerald moved for staff's ranking of vendors to award a construction contract to the top-ranked proposer – Taylor Marine Construction, Inc., seconded by Commissioner Robb. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA J2 PASSED.

(2025-1209-25) RCA J3 was presented. Commissioner Fitzgerald moved for staff's ranking of vendors to award a construction contract to the top-ranked proposer – Forde Construction Company, Inc., seconded by Commissioner Robb. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA J3 PASSED.

(2025-1209-26) RCA J4 was presented. Commissioner Fitzgerald moved for staff's ranking of vendors to award a construction contract to the top-ranked proposer – UMD Energy Solutions Crop. DbA Briar Construction, seconded by Commissioner Robb. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA J4 PASSED.

(2025-1209-27) RCA J5 was presented. Commissioner Fitzgerald moved for staff's ranking of vendors to award a construction contract to the top-ranked proposer – Harper Brothers Construction, LLC, seconded by Commissioner Robb. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA J5 PASSED.

(2025-1209-28) RCA J6 was presented, moved by Commissioner Fitzgerald, seconded by Commissioner Robb. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA J6 PASSED.

(2025-1209-29) Chairman Campo recognized Nathan Fabien, Director, Port Cranes, to provide a report of selected Maintenance agenda items.

Mr. Fabien reported that within the Facilities and Equipment Department, staff completed strategic restriping across key container storage pads and the new Wharf 7, which enhanced terminal readiness and operational efficiency. Facility electricians completed a lighting upgrade at the inventory warehouse, replacing 72 fixtures with high-efficiency LED lighting, resulting in a project cost of approximately \$14,000 and reduced energy usage. The Facilities team also completed extensive plumbing infrastructure repairs across the container terminals to ensure uninterrupted utility service. Further, the Fleet Department completed development of the proposed 2026 capital budget, supporting future operational readiness and alignment with strategic planning objectives.

Mr. Fabien provided an update from the Maintenance Planning and Inventory Department. Fingerprint enrollment for 283 Maintenance employees was completed within ten working days as part of the implementation of new Workday time clocks. Staff established standardized specifications and component data formats for STS and RTG cranes in preparation for integration into the Maximo asset management system, which was a critical step toward long-term asset management maturity. A Maintenance Analyst was actively validating data sources and correcting discrepancies in fuel and wage data to ensure accuracy in reporting and analysis.

Mr. Fabien then provided updates from the Crane Department. The first shipment of five new RTG cranes departed on November 14, and was scheduled to arrive at Bayport Container Terminal on December 14. An additional eleven RTG cranes were scheduled for delivery to Bayport in two subsequent shipments. Four new ship-to-shore cranes shipped from ZPMC on November 25, and were scheduled to arrive at Barbours Cut Container Terminal in late January 2026, significantly enhancing terminal capacity and competitiveness.

The Crane Technician Apprenticeship Program was fully staffed following onboarding of the fifth apprentice, supporting the Port Authority's maritime workforce development objectives. Technical crane maintenance training was conducted for sixteen employees at Barbours Cut and Bayport Container Terminals in coordination with Port Technical Services. As part of the Hybrid RTG upgrade project, staff identified and repurposed older inverters originally designated for disposal, with a replacement value of more than \$40,000 each, for use on Konecranes ship-to-shore cranes.

Mr. Fabien presented the Maintenance Division agenda item. Item K1 requested approval to award a two-year contract for preventive maintenance and inspection services for Liebert uninterruptible power supply systems, including batteries, static transfer switches, power distribution units, and monitoring products at Barbours Cut Container Terminal, Bayport Container Terminal, and Turning Basin Terminal.

Commissioner Fitzgerald asked if the Port Authority had currently staffed the appropriate number of employees needed in the Maintenance Division that was needed to carry out its everyday duties. Mr. Fabien answered that the division was adequately staffed and was also investing in workforce development to keep the pipeline open and moving.

(2025-1209-30) RCA K1 was presented, moved by Commissioner Cloonan, seconded by Commissioner Jones. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA K1 PASSED.

(2025-1209-31) Chairman Campo recognized Ryan Mariacher, Chief Port Operations Officer, to provide a report of selected Port Operations agenda items.

Mr. Mariacher stated that three Operations agenda items were presented for Port Commission consideration and provided an update on operational performance through November. While most cargo sectors experienced a slowdown in November 2025, volume through the Port Authority's public terminals remained up approximately 4 percent year-to-date, with more than 50 million tons handled.

Tonnage at the multipurpose facilities declined during the month and was effectively flat year-to-date. He further reported that steel volumes declined significantly

in November and were down approximately six percent year-to-date. Bulk cargo volumes dipped slightly for the month but remained up approximately five percent year-to-date.

Mr. Mariacher noted several positive performance highlights: the Bulk Plant recorded its highest export month of the year and the Woodhouse grain elevator reported its second-highest export month for the year.

Mr. Mariacher reported that container volumes followed a similar trend, declining during the month; however, loaded containers and total TEUs remained up approximately five percent year-to-date. Growth at the container terminals continued to be driven by exports, with loaded export TEUs up approximately eight percent, while imports remained essentially flat. This trend continued to move trade closer to balance, at approximately 55 percent imports and 45 percent exports.

Mr. Mariacher reported that he recently joined the Chief Operating Officer and other senior staff in meetings with several container carrier customers. Overall feedback was positive, with carriers expressing continued confidence in the Houston market, particularly on the export side, and noted that staff continued to work collaboratively with carriers to improve terminal performance.

Maintenance dredging at the Bayport Container Terminal berths had been completed and the contractor was expected to begin dredging at Barbours Cut Container Terminal by the end of the week following completion of work at a neighboring facility. Wharf 7 at Bayport was nearing completion and the next RTG delivery was expected to coincide with the first vessel call at the new wharf, scheduled for later that week.

Mr. Mariacher then returned to the agenda items and highlighted Item L2, the annual renewal of stevedoring licenses. He stated that, for this renewal cycle, a performance clause had been included in licenses for stevedores active at the container terminals. The clause established defined performance standards and quarterly reporting requirements as part of the Port Authority's ongoing efforts to work collaboratively with partners to improve vessel productivity.

(2025-1209-32) RCA L1 was presented, moved by Commissioner Cloonan, seconded by Commissioner Jones. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA L1 PASSED.

(2025-1209-33) RCA L2 was presented, moved by Commissioner Cloonan, seconded by Commissioner Jones. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA L2 PASSED.

(2025-1209-34) RCA L3 was presented, moved by Commissioner Cloonan, seconded by Commissioner Jones. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA L3 PASSED.

(2025-1209-35) Chairman Campo recognized Carlecia Wright, Chief People Officer, to provide a report of selected People agenda items.

Ms. Wright explained that, for efficiency, her remarks were organized into three categories: readiness for the new Administration Building, annual benefits and human resources advisory renewals, and retirement plan updates requiring a public hearing.

Ms. Wright began with an update on readiness for the new Administration Building, noting that staff would begin transitioning into the Executive Office Building the following month. She stated that Agenda Items M2 and M8 supported operational readiness and the phased move plan.

Regarding Item M2, Ms. Wright reported that staff recommended awarding a three-year contract to provide daily janitorial services, quarterly floor care, and quality control services for the new building.

Ms. Wright then addressed Item M8, stating that staff requested approval of an additional \$38,835.10 to support an expanded multi-phase move strategy. She explained that the scope included a January advance team to prepare the building for day-one operations, the primary office move later in January, and a late-April move for Finance and Records functions aligned with year-end closeout and specialized packing requirements.

Ms. Wright next addressed Agenda Items M3 through M7, which related to employee benefits, claims funding, and human resources advisory services. Item M3 was a request for additional funding to responsibly close out the 2025 self-funded health plan year, due to higher-than-anticipated catastrophic claims. For Item M4, staff requested authorization of \$22.5 million in claims funding for the 2026 plan year, based on actuarial modeling, historical utilization, and projected enrollment.

Ms. Wright provided additional context regarding the Port Authority's self-funded insurance program. Medical and pharmacy costs continued to rise in line with national trends. The Port Authority's benefits consultant, Gallagher Benefits Services, continued to evaluate whether self-funding remained the most cost-effective option by comparing actual claims experience against estimated fully insured premium costs. Over the life of the program, the Port Authority had realized annual savings ranging from approximately \$1 million to more than \$5 million, with the exception of 2019 and 2021, demonstrating sustained long-term financial benefits under the self-funded model. Based on current projections, self-funding remained the most financially responsible approach.

Ms. Wright then addressed Item M5, requesting renewal of the consulting agreement with Gallagher in an amount not to exceed \$100,000. She next addressed Item M6, requesting approval of the Port Authority's 2026 stop-loss insurance agreement in an amount not to exceed \$3.13 million, providing continued catastrophic claims protection. For Item M7, staff requested approval of a contract to provide enterprise-wide human resources research, benchmarking, and advisory services in support of ongoing modernization efforts.

Ms. Wright then turned to Agenda Item M1, which included a required public hearing. She stated that staff was requesting Port Commission consideration of amendments to the Port Authority's 401(a) Defined Contribution Plan and 457(b) Deferred Compensation Plan. The proposed amendments reflected changes in applicable law and provided clearer administrative guidance for both plans. The revisions clarified default beneficiary provisions, eligibility for employees paid through the Port Authority's payroll even if they were members of the ILA, permitted Roth deferrals under the 457(b) plan, and clarified overtime exclusions under the 401(a) plan.

Ms. Wright then yielded the floor to David McNamara, Associate General Counsel, to conduct the public hearing in accordance with the Texas Water Code, including the required employee notice that had been provided on December 3.

Mr. McNamara opened the public hearing and invited any in attendance to offer comment to the proposed amendments.

There were no comments. Mr. McNamara subsequently closed the hearing.

Ms. Wright stated that following the conclusion of the public hearing, she would return to request approval to amend and restate both retirement plans and to authorize the Chief Executive Officer to take any reasonable actions necessary to implement the changes.

Ms. Wright concluded by stating that Agenda Items M1 through M8 collectively supported a smooth transition into the new Administration Building, strengthened the long-term stability of the Port Authority's self-funded benefits program, modernized human resources advisory capabilities, and ensured continued compliance of the Port Authority's retirement plans.

(2025-1209-36) RCA M1 was presented, moved by Commissioner Fitzgerald, seconded by Commissioner DonCarlos. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA M1 PASSED.

(2025-1209-37) RCA M2 was presented. Commissioner Fitzgerald moved for staff's ranking of vendors to award a contract to the top-ranked proposer – first, SBS

Maintenance & Cleaning LLC dba Star Building Services; second, Ambassador Services; and third, CM Simple Janitorial LLC, seconded by Commissioner DonCarlos. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA M2 PASSED.

(2025-1209-38) RCA M3 was presented, moved by Commissioner Fitzgerald, seconded by Commissioner DonCarlos. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA M3 PASSED.

(2025-1209-39) RCA M4 was presented, moved by Commissioner Fitzgerald, seconded by Commissioner DonCarlos. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA M4 PASSED.

(2025-1209-40) RCA M5 was presented, moved by Commissioner Fitzgerald, seconded by Commissioner DonCarlos. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA M5 PASSED.

(2025-1209-41) RCA M6 was presented, moved by Commissioner Fitzgerald, seconded by Commissioner DonCarlos. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA M6 PASSED.

(2025-1209-42) RCA M7 was presented, moved by Commissioner Fitzgerald, seconded by Commissioner DonCarlos. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA M7 PASSED.

(2025-1209-43) RCA M8 was presented, moved by Commissioner Fitzgerald, seconded by Commissioner DonCarlos. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA M8 PASSED.

(2025-1209-44) Chairman Campo recognized Amy Seymour, Chief Port Security and Emergency Operations Officer, to provide a report of selected Security and Emergency Operations agenda items.

Ms. Seymour began by recognizing the critical role of the Port Authority Fire Department in protecting Port Authority facilities and operations along the Houston Ship Channel. The Fire Department had recently participated in two major emergency response

exercises, including a tank drill with Valero Houston Refinery and a separate exercise with PEMEX Deer Park.

During the Valero exercise, the use of the Port Authority's fireboats was identified as critical to the success of the large-scale operation, particularly in providing water supply to support foam systems. During the PEMEX exercise, Unified Command highlighted the high level of engagement demonstrated by the Port Authority's team and the value of its operational insight and feedback. Inclusion of the Port Authority and its fireboats in these refinery exercises was especially meaningful, as such exercises often focused solely within refinery boundaries. The Fire Department helped broaden the response perspective by clarifying the Port Authority's jurisdiction.

Ms. Seymour commended the Fire Department for its performance during both exercises.

Ms. Seymour also highlighted a professional achievement by Fire Chief William Buck, who served on the National Fire Protection Association Technical Committee on Marine Terminals and helped lead development of the 2026 edition of NFPA 307, the national standard for fire protection of marine terminals, piers, and wharves. Chief Buck's contributions directly shaped a standard that would guide marine fire protection efforts nationwide.

Ms. Seymour then addressed Item N1, continued maintenance and operational readiness of the Port Authority's three fireboats, which require routine dry-docking and preventive maintenance to remain mission-ready for fire suppression, hazardous materials response, and maritime rescue operations along the Houston Ship Channel. The scope of work included hull and jet system maintenance, painting, and other essential repairs.

Item N2 supported Phase 4 of the Port Authority's continuous performance improvement initiative with CAVU International. CAVU had played a key role in strengthening leadership, communication, and operational discipline across the Port Security and Emergency Operations Division. The next phase would continue those efforts by enhancing operational readiness, improving consistency in performance and communication, and further embedding a culture of continuous improvement across Fire, Police, Security, Safety, Emergency Management, and Environmental Affairs.

(2025-1209-45) RCA N1 was presented. Commissioner Garcia moved for staff's ranking of vendors to award a contract to the top-ranked proposer – National Cotton Inc., dba Pier 77 Marine, seconded by Commissioner Fitzgerald. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA N1 PASSED.

(2025-1209-46) RCA N2 was presented, moved by Commissioner Garcia, seconded by Commissioner Fitzgerald. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA N2 PASSED.

(2025-1209-47) Chairman Campo recognized Candice Armenoff, Chief Strategy Officer, to provide a report of selected Technology agenda items.

Ms. Armenoff began by noting that the Strategy Division was closing out the year with several noteworthy accomplishments. She highlighted the work of the Grants team, reporting that the Port Authority was concluding the year with an application submitted to the 2026 Port Infrastructure Development Program grant. The Port Authority applied for this grant annually to help support expansion of its facility infrastructure.

Ms. Armenoff then addressed Item O1 on the agenda, reporting that staff was requesting approval to enter into an agreement to accept approximately \$7.7 million in Seaport Connectivity Program grant funds from the Texas Department of Transportation. The grant funds would be used to support construction of a critical roadway providing access to the Bayport Container Terminal.

Ms. Armenoff also provided an update on the Planning team's ongoing efforts, which included facility expansion and rehabilitation, container terminal densification, evaluation of future market conditions, and development of key technical studies related to traffic, drainage, and equipment. These efforts required extensive internal and external collaboration to ensure the Port Authority maintained a comprehensive and coordinated planning approach.

Ms. Armenoff reminded commissioners that at the previous Port Commission meeting, the Port Commission approved the 2026 budget and Strategic Plan and was presented with staff-recommended 2026 strategic targets. She stated that she was appearing on behalf of the People, Legal, Strategy, and Finance teams to request approval of the 2026 employee incentive award plan.

The employee incentive award plan was based on financial net operating cash flow performance, execution of approved strategic targets, and completion of all mandatory compliance training. All Port Authority divisions participated in the development of the strategic targets and were prepared to execute the activities associated with each target.

Ms. Armenoff concluded by summarizing that strategy reflects deliberate organizational choices and stated that the Port Authority had selected specific priorities intended to position the organization to successfully support its mission and vision.

Ms. Armenoff reported that two items were being presented for Port Commission consideration. Item O1 requested approval to execute a funding agreement with the Texas Department of Transportation to receive Seaport Connectivity Program grant funds. Item O2 requested approval of the proposed 2026 Incentive Award Plan.

Commissioner DonCarlos inquired whether staff had been discussing the current construction of Highway 146 with TxDOT, and whether that project could be accelerated.

Mr. Jenkins acknowledged that the construction severely limited throughput of vehicles on the highway, and added that the Port Authority had had a lot of conversations with TxDOT regarding the project, but one of the issues was that there were no incentives built into the contract. Mr. Jenkins added that Highway 225 also needed both significant repair work and expansion.

(2025-1209-48) RCA O1 was presented, moved by Commissioner Jones, seconded by Commissioner Robb. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA O1 PASSED.

(2025-1209-49) RCA O2 was presented, moved by Commissioner Jones, seconded by Commissioner Robb. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. RCA O2 PASSED.

Chairman Campo recognized Charles Thompson, Chief Information Officer, to provide a report of selected Technology agenda items.

Mr. Thompson stated that, as he had mentioned at the October Port Commission meeting, he did not have any Technology agenda items for December but wanted to provide a brief update. He noted that he was wearing a project team shirt in recognition of the staff involved in the NexGen enterprise resource planning (ERP) implementation and expressed appreciation for the support and acknowledgment he had received from colleagues.

Mr. Thompson reported that more than 116 Port Authority employees participated in some aspect of system testing over the prior year. The team completed approximately 1,200 functional end-to-end tests covering business processes across multiple domains, including payroll, totaling more than 6,000 test steps to validate system performance. Further, 760 integration test scenarios were completed across 44 system integrations, including interfaces with financial institutions and benefits providers, to ensure accurate processing and data flow.

Mr. Thompson reported that the project team was finalizing 17 workstreams related to data conversion from legacy systems scheduled for retirement. Responsible business

owners were in the process of reviewing and signing off on the converted data. The Executive Steering Committee was scheduled to conduct a formal “go/no-go” review, and based on project readiness, the decision was to proceed. Formal documentation would be executed to authorize the transition from pre-go-live status to production, with the staged go-live process beginning on December 15, 2025.

Mr. Thompson noted that the first payroll to be processed under the new system would be the Maintenance payroll, which he described as the most complex payroll group. Maintenance employees had begun enrolling their fingerprints for timekeeping purposes and time capture would begin the following week, allowing payroll to be processed accurately.

Mr. Thompson took a moment to recognize two members of his team for their leadership and contributions to the project. He acknowledged Courtney Sullivan-Ward, who began as a project manager for the ERP implementation and now serves as Director of IT Programs, noting her sustained leadership throughout the project. He also recognized David Lopez, Manager– Information Technology, Applications, who initially served as a functional technical resource prior to the project and now leads the IT ERP team for NexGen, which he noted had been envisioned during early discussions beginning in 2020.

Mr. Thompson reported that system training was nearing completion, with only a small number of users remaining to be onboarded. He expressed appreciation for the trust, effort, and dedication of staff across the organization and stated that the Technology team would continue supporting the implementation as operations transitioned into the new Port Administration Building.

Commissioner Fitzgerald recognized various members from the container lines who were in attendance and thanked them for choosing to call on the Port Authority.

At 10:54 a.m. Chairman Campo called for a brief recess, and at 11:06 a.m. called for an Executive Session and asked Mr. Eriksson to make the following announcement:

The Port Commission of the Port of Houston Authority of Harris County, Texas will now convene in a closed meeting, as permitted by the Texas Open Meetings Act and Government Code, to conduct a consultation with attorneys (*Section 551.071, Open Meetings Act*), including consultations regarding (i) 33 U.S.C.A. §§5(b) and 2236, (ii) the Houston Ship Channel Expansion Channel Improvement Project, (iii) 19 U.S.C. §1701 et seq. and 19 U.S.C. §2411 et seq., (iv) Water Code Section 60.462, (v) Claim of George Hedge Contractors, Inc., and (vi) agreement for legal support services with Brown and Caldwell, and deliberate regarding (i) real estate (*Section 551.072, Open Meetings Act*) including deliberations regarding disposition of Second Ward property, East Harris County, and Pelican

Island property; (ii) economic development negotiations or incentives (*Section 551.087, Open Meetings Act*); (iii) employment and evaluation of public employees (*Section 551.074, Open Meetings Act*), and (iv) security-related matters (*Section 551.076, Open Meetings Act and Sections 418.175-418.183, Government Code*). The Port Commission will reconvene in public session after the closed meeting is adjourned.

At 11:56 a.m., Chairman Campo reconvened the open meeting with the following Commissioners, staff, and counsel in attendance:

Ric Campo, Chairman
Wendy Cloonan, Commissioner
Stephen DonCarlos, Commissioner
Clyde Fitzgerald, Commissioner
Roland Garcia, Commissioner
Thomas Jones, Commissioner
Alan Robb, Commissioner
Charlie Jenkins, Chief Executive Officer
Erik Eriksson, Chief Legal Officer
Jessica Shaver, Chief Administration Officer
J. Kent Friedman, outside counsel

(2025-1209-50) Commissioner Cloonan moved to authorize the Port authority to negotiate and settle the claims of George Hedge Contractors, Inc. on the terms discussed in Executive Session, and authorize the Chief Executive Officer to do all other things reasonable or necessary to give effect to the foregoing, seconded by Commissioner DonCarlos. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. MOTION PASSED.

(2025-1209-51) Commissioner Garcia moved to approve a legal services agreement with Brown and Caldwell on the terms discussed in Executive Session, and authorize the Chief Legal Officer to do any and all things necessary to give effect to the foregoing, seconded by Commissioner Robb. Chairman Campo, and Commissioners Cloonan, DonCarlos, Fitzgerald, Garcia, Jones, and Robb voted Aye. Nays none. MOTION PASSED.

At 11:58 a.m., Chairman Campo adjourned the Port Commission meeting.

The above is a correct copy of the Minutes of the December 9, 2025 meeting of the Port Commission of the Port of Houston Authority.

A handwritten signature in black ink, appearing to read 'Ric Campo', written over a horizontal line.

Ric Campo, Chairman

A handwritten signature in black ink, appearing to read 'Erik A. Eriksson', written over a horizontal line.

Erik A. Eriksson, Secretary

F. EXECUTIVE

Subject	1. Adopt a resolution casting the Port Authority's vote to appoint Martina Lemond Dixon and Melissa Noriega as directors to Harris Central Appraisal District board of directors.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, adopt a resolution casting the Port Authority's vote to appoint Martina Lemond Dixon and Melissa Noriega as directors to Harris Central Appraisal District board of directors.

Category:

General

Department:

Executive

Staff Contact:

Charlie Jenkins

Background:

In 2025, taxing units in the Harris County Appraisal District (HCAD) that are eligible to vote will appoint two directors to the HCAD Board of Directors for four-year terms beginning January 1, 2026.

The Port Authority, as a Texas conservation and reclamation district, has a voting entitlement based on the voting formula described in Section 6.03(d) of the Texas Property Tax Code.

Staff Evaluation/Justification:

Staff recommends that the Port Commission adopt a resolution casting the Port Authority's vote to appoint directors to the Harris Central Appraisal District board of directors as described above. The resolution is attached.

**RESOLUTION OF THE PORT COMMISSION OF
THE PORT OF HOUSTON AUTHORITY OF HARRIS COUNTY, TEXAS
(CONSERVATION AND RECLAMATION DISTRICT)**

**CASTING ITS VOTE TO APPOINT DIRECTORS TO
THE HARRIS CENTRAL APPRAISAL DISTRICT
BOARD OF DIRECTORS**

THE STATE OF TEXAS §
COUNTY OF HARRIS §
PORT OF HOUSTON AUTHORITY §

WHEREAS, the Chief Appraiser of the Harris Central Appraisal District has delivered to the Port of Houston Authority of Harris County, Texas the names of those persons duly nominated to candidates to be appointed to serve on the Board of Directors of the Harris Central Appraisal District; and

WHEREAS, the Port Commission of the Port of Houston Authority of Harris County, Texas deems it appropriate and in the public interest to cast its vote for the candidates of its choice to be appointed to serve on the Harris Central Appraisal District's Board of Directors.

NOW THEREFORE, be it resolved by the Port Commission of the Port of Houston Authority of Harris County, Texas:

Section 1. The facts and recitations set forth in the preamble of this resolution are hereby adopted, ratified, and confirmed.

Section 2. That the Port of Houston Authority of Harris County, Texas does hereby cast its vote, by casting six (6) votes for the persons indicated on the enclosed Certificate of Ballot to be appointed to serve on the board of directors of the Harris Central Appraisal District, for a four-year term beginning January 1, 2026.

Section 3. That the Secretary of the Port Commission of the Port of Houston Authority of Harris County, Texas be, and he is hereby, authorized and directed to deliver or cause to be delivered a certified copy of this resolution and other documents and instruments contemplated by this resolution, to the Chief Appraiser of the Harris Central Appraisal District.

Resolution of the Port Commission of the
Port of Houston Authority of Harris County, Texas
December 9, 2025
Page 2

Section 5. The proper officers and employees of the Port of Houston Authority of Harris County, Texas is hereby authorized and empowered to take all such further action and to execute and deliver any and all such further documents or instruments, and to take any and all such further actions deemed necessary or advisable by any of such persons, in order to effectuate the purpose and intent of the foregoing resolutions.

PASSED AND APPROVED this December 9, 2025.

Ric Campo
Chairman, Port Commission
Port of Houston Authority of
Harris County, Texas

ATTEST:

Erik Eriksson
Secretary, Port Commission
Port of Houston Authority of
Harris County, Texas

F. EXECUTIVE

Subject	2. Designation of David McNamara, Associate General Counsel of the Port Authority, to act as Public Information Coordinator for the Port Authority.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, designate David McNamara, Associate General Counsel of the Port Authority, to act as Public Information Coordinator for the Port Authority, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.

Category:

General

Department:

Legal

Staff Contact:

Erik Eriksson

Background:

By Government Code 552.012(c), a public official may designate a public information coordinator to satisfy the training requirements of this section for the public official if the public information coordinator is primarily responsible for administering the responsibilities of the public official or governmental body under the Public Information Act. Designation of a public information coordinator does not relieve a public official from the duty to comply with any other requirement of the act that applies to the public official.

The Chief Legal Officer, on behalf of the Chief Executive Officer acting as Public Information Officer, has previously delegated public information administrative responsibilities to David McNamara, Associate General Counsel of the Port Authority.

Staff Evaluation/Justification:

The Chief Executive Officer now recommends that the Port Commission designate David McNamara, Associate General Counsel of the Port Authority, to act as Public Information Coordinator for the Port Authority, until a successor is so designated.

G. CHANNEL INFRASTRUCTURE

Subject	1. Ratify the contract with Curtin Maritime Corp to include emergency dredging of excess maintenance dredged material at Bayport Container Terminal and Barbours Cut Terminal berths in the amount of \$3,080,000.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, ratify the contract with Curtin Maritime Corp to include emergency dredging of excess maintenance dredged material at Bayport Container Terminal and Barbours Cut Terminal berths, in the amount of \$3,080,000, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.

Category:

Awards, Amendments & Change Orders

Department:

Channel Infrastructure Operations

Staff Contact:

Lori Brownell/Leia Wilson/Jose Tapia

Background:

By Minute No. 2025-0923-08, the Port Commission approved maintenance dredging of both Bayport Container Terminal and Barbours Cut Terminal berths by Curtin Maritime Corp (Curtin). Shoaling between the time of advertisement and the start of dredging was not anticipated, along with increased shoaling from hopper channel dredging; as a result, before-dredge surveys indicated an additional 350,000 cubic yards more than the contract bid quantities.

Staff Evaluation/Justification:

Curtin has one of the largest mechanical dredges in the United States, utilizing a 78-cubic-yard maintenance bucket. If work to dredge for the additional shoaling quantities had not been immediately authorized under the existing contract, the dredging work for the previously-approved quantity would be completed before the next scheduled Port Commission meeting, which would leave Barbours Cut terminal berths draft restricted until the contractor could return in 2026 at a higher cost. This would incur significant Port Authority and customer impacts and could incur approximately \$700,000 in additional relocation costs for the dredging equipment.

Therefore, under the authority of Texas Water Code Section 60.4035, staff moved forward with an emergency change order to Curtin Maritime Corp., modifying the contract scope to include dredging of excess maintenance dredge material at Bayport and Barbours Cut Terminal berths, in the amount of \$3,080,000, and the Port Commission was notified within 48 hours of the change order.

Staff respectfully now requests that the Port Commission ratify the action as described above.

G. CHANNEL INFRASTRUCTURE

Subject	2. Approve an agreement with the U. S. Army Corps of Engineers-Galveston District, pursuant to Section 1156(a)(2) of the Water Resources Development Act 2016, to contribute funds to pay costs associated with Port Authority permit application evaluations under Rivers and Harbors Act Section 408, in an amount not to exceed \$300,000.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action, Information
Recommended Action	The Port Commission, at its December 09, 2025 meeting, approve an agreement with the U. S. Army Corps of Engineers-Galveston District, pursuant to Section 1156(a)(2) of the Water Resources Development Act 2016, to contribute funds to pay costs associated with Port Authority permit application evaluations under Rivers and Harbors Act Section 408, in an amount not to exceed \$300,000, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.

Category:

General

Department:

Channel Infrastructure Regulatory Development

Staff Contact:

Lori Brownell/Seth Danso

Background:

The Port Authority anticipates submitting several federal permit applications or requests for permit amendments to the U.S. Army Corps of Engineers-Galveston District (USACE-SWG) in the near future for future channel and terminal developments.

Section 1156(a)(2) of the Water Resources Development Act (WRDA) 2016 enables the Port Authority to contribute funds to the government to pay costs associated with the Port Authority's requests to evaluate permit requests under Section 408 of the Rivers and Harbors Act (Section 408). The Port Authority would fund the agreement by contributing an initial amount of \$300,000. This is expected to facilitate USACE-SWG's evaluation process.

Staff Evaluation/Justification:

Staff requests that the Port Commission authorize the Section 1156(a)(2) agreement with the USACE-SWG to contribute funds to pay costs associated with the Port Authority's permit application evaluations under Section 408 in an amount not to exceed \$300,000.

G. CHANNEL INFRASTRUCTURE

Subject **3. Approve the renewal of the expiring Port Authority pipeline licenses for thirty-year terms: CenterPoint Energy Resources Corporation, dba CenterPoint Energy Texas Gas Operations.**

Meeting Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY

Access Public

Type Action

Recommended Action The Port Commission, at its December 9, 2025 meeting, authorize the Port Authority to renew expiring Port Authority pipeline licenses for thirty-year terms: CenterPoint Energy Resources Corporation, dba CenterPoint Energy Texas Gas Operations, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.

Category:
Permits/Licenses/Pipeline Easements

Department:
Channel Infrastructure Real Property

Staff Contact:
Garry McMahan/Chris Gossett

Background:
The natural gas pipeline licensee listed below has applied to renew licenses:

30-Year Term		
Company	File No.	License Fee*
CenterPoint Energy Resources Corporation, dba CenterPoint Energy Texas Gas Operations	1986-0064	\$7,837
CenterPoint Energy Resources Corporation, dba CenterPoint Energy Texas Gas Operations	2015-0366	\$4,772
Total		\$12,609

*License fee is calculated for the first 10 years of the agreement for the 30-year term licenses.

Staff Evaluation/Justification:

The applications were reviewed and approved by the Port Authority’s Channel Infrastructure Real Property department and the Port Terminal Railroad Association, when applicable. The licenses are to be renewed subject to the Port Authority’s usual terms and conditions.

Staff recommends approval.

G. CHANNEL INFRASTRUCTURE

Subject	4. Approve the renewal of expiring Port Authority pipeline licenses for thirty-year terms for the following entities: Buckeye Development & Logistics II, LLC, Enterprise TE Products Pipeline Company, INV Propylene, LLC, and Valero Refining – Texas, LP.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, authorize the Port Authority to renew expiring Port Authority pipeline licenses for thirty-year terms for the following entities: Buckeye Development & Logistics II, LLC, Enterprise TE Products Pipeline Company, INV Propylene, LLC, and Valero Refining – Texas, LP, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.

Category:
Permits/Licenses/Pipeline Easements

Department:
Channel Infrastructure Real Property

Staff Contact:
Garry McMahan/Chris Gossett/Mollie Powell

Background:
The licensees listed below have applied to renew their licenses:

30-Year Term

Company	File No.	License Fee*
Buckeye Development & Logistics II, LLC	2005-0353	\$9,544
Enterprise TE Products Pipeline Company	2005-0255	\$13,918
INV Propylene, LLC	2020-0084	\$84,544
Valero Refining – Texas, LP	2014-0436	\$47,587
Total		\$155,593

*License fee is calculated for the first 10 years of the agreement for the 30-year term licenses.

Staff Evaluation/Justification:

The applications were reviewed and approved by the Port Authority’s Channel Infrastructure Real Property department and the Port Terminal Railroad Association when applicable. The licenses are to be renewed subject to the Port Authority’s usual terms and conditions.

Staff recommends approval.

G. CHANNEL INFRASTRUCTURE

Subject	5. Authorize a pipeline license to Blanchard Pipe Line Company LLC for a thirteen-inch pipeline crossing Cedar Bayou and Goose Creek.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, authorize a pipeline license to Blanchard Pipe Line Company LLC for a thirteen-inch pipeline crossing Cedar Bayou and Goose Creek, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.

Category:

Permits/Licenses/Pipeline Easements

Department:

Channel Infrastructure Real Property

Staff Contact:

Garry McMahan/Mollie Powell

Background:

Blanchard Pipe Line Company LLC, Port Authority File No. 2025-0419, has applied for a pipeline license for a thirteen-inch pipeline crossing Cedar Bayou and Goose Creek, in the William Bloodgood Survey, A-4 and the William Scott Survey, A-66. The pipeline would transport natural gas liquids from Mont Belvieu to Baytown.

Staff Evaluation/Justification:

The application was reviewed and approved by the Port Authority's Channel Infrastructure Real Property department. The license is subject to the Port Authority's usual terms and conditions for a thirty-year license and at a fee of \$11,454 for the first ten years of the term. The \$1,000 application fee and the \$10,000 as-built deposit have been paid.

Staff recommends approval.

G. CHANNEL INFRASTRUCTURE

Subject	6. Approve the transfer and renewal of a pipeline license from Shell Deer Park Refining Company to Deer Park Refining Limited Partnership for one six-inch and one two-inch pipeline under and across Patrick Bayou north of the Southside Mainline railroad right-of-way.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, approve the transfer and renewal of a pipeline license from Shell Deer Park Refining Company to Deer Park Refining Limited Partnership for one six-inch and one two-inch pipeline under and across Patrick Bayou north of the Southside Mainline railroad right-of-way, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.

Category:

Permits/Licenses/Pipeline Easements

Department:

Channel Infrastructure Real Property

Staff Contact:

Garry McMahan/Chris Gossett

Background:

Deer Park Refining Limited Partnership, Port Authority File No. 2004-0392 has applied to transfer and renew a pipeline license from Shell Deer Park Refining Company to Deer Park Refining Limited Partnership for one six-inch and one two-inch pipeline under and across Patrick Bayou north of the Southside Mainline railroad right-of-way, in the George M. Patrick Survey, A-624.

Staff Evaluation/Justification:

The application was reviewed and approved by the Port Authority's Channel Infrastructure Real Property Department and Port Terminal Railroad Association. The license is subject to the Port Authority's usual terms and conditions for a new 30-year license and at an initial fee of \$9,544 for first ten-year term. The \$1,000 application fee has been paid.

Staff recommends approval.

G. CHANNEL INFRASTRUCTURE

Subject	7. Authorize a transmission line license to Comcast of Houston, LLC for one fiber optic/communication line under the Port Terminal Railroad Association Southside Mainline railroad right-of-way for two underground crossings at Independence Parkway and Miller Cut-Off Road.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, authorize a transmission line license to Comcast of Houston, LLC for one fiber optic/communication line under the Port Terminal Railroad Association Southside Mainline railroad right-of-way for two underground crossings at Independence Parkway and Miller Cut-Off Road, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.

Category:
Permits/Licenses/Pipeline Easements

Department:
Channel Infrastructure Real Property

Staff Contact:
Garry McMahan/Chris Gossett

Background:
Comcast of Houston, LLC, Port Authority File No. 2025-0352, has applied for a transmission line license for one fiber optic/communication line under the Port Terminal Railroad Association Southside Mainline railroad right-of-way for two underground crossings at Independence Parkway and Miller Cut-Off Road, in the Arthur McCormick Survey, A-46, to provide service for Oxy Inc.

Staff Evaluation/Justification:
The application was reviewed and approved by the Port Authority's Channel Infrastructure Real Property department and the Port Terminal Railroad Association. The license is subject to the Port Authority's usual terms and conditions for a ten-year license and at a fee of \$3,932. The \$1,000 application fee and the \$10,000 as-built deposit have been paid.

Staff recommends approval.

G. CHANNEL INFRASTRUCTURE

Subject	8. Authorize a transmission line license to Comcast of Houston, LLC for one fiber optic/communication line under Main Street inside the Woodhouse Terminal.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, authorize a transmission line license to Comcast of Houston, LLC for one fiber optic/communication line under Main Street inside the Woodhouse Terminal, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.

Category:
Permits/Licenses/Pipeline Easements

Department:
Channel Infrastructure Real Property

Staff Contact:
Garry McMahan/Chris Gossett

Background:
Comcast of Houston, LLC, Port Authority File No. 2025-0403, has applied for a transmission line license for one fiber optic/communication line under Main Street inside the Woodhouse Terminal, in the Ezekiel Thomas Survey, A-73, to provide service for Port Authority tenant TCT Trading LLC.

Staff Evaluation/Justification:
The application was reviewed and approved by the Port Authority’s Channel Infrastructure Real Property department and the Port Authority’s Port Operations department. The Port Authority's usual license fee has been waived for its tenant. The \$1,000 application fee and the \$10,000 as-built deposit have been paid.

Staff recommends approval.

H. COMMERCIAL

Subject	1. Approve an amendment to the lease with AllTrans Port Services for approximately 1.04 acres out of Block 23D at Industrial Park East to extend the term for thirty-four months, at an annual base rent of \$44,868.84, subject to annual base rent escalation of the greater of 3% or the increase in the Consumer Price Index.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, approve an amendment to the lease with AllTrans Port Services LLC for approximately 1.04 acres out of Block 23D at Industrial Park East to extend the term for thirty-four months, at an annual base rent of \$44,868.84, subject to annual base rent escalation of the greater of 3% or the increase in the Consumer Price Index, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.

Category:

Leases

Department:

Real Estate

Staff Contact:

Stephanie Sides-Sembera

Background:

By Minute No. 2023-0221-09, the Port Commission approved a three-year lease with AllTrans Port Services LLC for approximately 1.04 acres out of Block 23D at Industrial Park East. The property is used for the storage and handling of steel products and general cargo.

AllTrans Port Services LLC has requested that the Port Authority extend the lease term for an additional thirty-four months and intends to continue to use the property for the purpose described above.

Staff Evaluation/Justification:

Staff recommends the Port Commission approve the proposed lease amendment under the terms described above.

H. COMMERCIAL

Subject	2. Enter into a two-year professional services contract with a one-year extension option with Ossa Shipping Consultants for trade development activities on behalf of the Port Authority in Central and South America, in an amount not to exceed \$330,188.05 for a two-year contract period and for a one-year additional option period in an amount not to exceed \$171,112.63.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission at its December 9, 2025 meeting, enter into a two-year professional services contract with a one-year extension option with Ossa Shipping Consultants for trade development activities on behalf of the Port Authority in Central and South America, in an amount not to exceed \$330,188.05 for a two-year contract period and for a one-year additional option period in an amount not to exceed \$171,112.63, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.

Category:

Awards, Amendments & Change Orders

Department:

Trade Development

Staff Contact:

Ricardo Arias

Background:

Sergio Ojeda Ossa has demonstrated to Port Authority staff solid transportation and trade-related experience in Central and South America and has established a company intending to build trade between Central and South America and the United States. Mr. Ojeda Ossa's experience, coupled with his educational background and references, qualifies his company for the position. Mr. Ojeda Ossa is now proposing to work with the Port Authority through his firm Ossa Shipping Consultants.

In 2024, the combined Central America (Caribbean/Central America) and South America trade lanes accounted for 628,743 twenty-foot equivalent units (TEU) at the Port Authority (Caribbean/Central America = 191,910 TEUs; South America = 436,833 TEUs), based on the Port Authority's trade-lane breakdown.

That combined total represented 15.2% of the Port Authority's 4,139,991 TEU container throughput in 2024.

The Port Authority remains a leading U.S. container gateway for trade with South America — South America alone accounted for 436,833 TEUs through the Port Authority in 2024 (20.7% of the Port Authority's export TEUs).

Staff Evaluation/Justification:

Staff recommends that the Port Commission award of a twenty-four-month contract for Ossa Shipping Consultants as the Port Authority's regional representative based in Panama City, Panama, in an amount not to exceed \$131,127.24 for the first year, \$135,060.81 for the second year, and \$139,112.63 for the one-year option period, plus Port Authority-related travel and business expense reimbursement not to exceed \$32,000 per year including the one-year option for the term of the contract.

I. FINANCE

Subject	1. Approve staff's ranking of vendors and award a three-year contract with two 1-year options in an amount not to exceed \$500,600, for a risk management information system, to the top-ranked proposer Origami Risk.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, approve staff's ranking of vendors and award a three-year contract with two 1-year options in an amount not to exceed \$500,600, for a risk management information system to the top-ranked proposer Origami Risk, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.
Goals	Strategic Objective MARITIME ECONOMIC DEVELOPMENT - CHANGE Enhance Enterprise Agility

Category:

Awards, Amendments & Change Orders

Department:

Enterprise Risk Management

Staff Contact:

Norma Essary

Background:

In 2009, the Port Authority embarked on a financial risk transfer platform by creating a Self-Insured Loss Fund (SILF). The SILF administers all claims/loss dollars and includes financial and evidentiary documentation to support the Port Authority's defense as a Texas political subdivision. Self-insuring risk exposures has benefited the Port Authority, but with time, staff has concluded that it has become critical to manage the loss fund with more efficient tools that better allow for transparency, document management, and real-time data.

The proposed risk management information system (RMIS) would encompass various module features, including:

- Centralized claims management - intake and regulatory reporting;
- Insured property valuation/tracking;
- Loss reserving and accountability;
- Policy and certificate management and analysis;
- Loss control and safety audit integration;
- Custom/ad hoc reporting/dashboard; and
- Trend and data risk analysis.

The Port Authority notified vendors regarding its request for proposals (RFP) using the Port Authority's BuySpeed Eprocurement System and the project was advertised on the Port Authority's website and in a local newspaper. Nineteen vendors downloaded the project materials from BuySpeed.

Staff Evaluation/Justification:

On October 1, 2025, six RFP responses were received, opened, and publicly read. The responses were reviewed and evaluated by staff in accordance with the published selection criteria.

Exhibit A

Following staff Executive Committee review, staff recommends that the Port Commission award a three-year contract with two 1-year options to Origami Risk, the proposer providing best value for the RMIS, and act as otherwise described above.

I. FINANCE

Subject	2. Authorize an agreement with Carahsoft Technology Corp. for Relish Data Assure vendor validation software and services, through the United States General Services Administration, in an amount not to exceed \$141,518.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action, Information
Recommended Action	The Port Commission, at its December 9, 2025 meeting, authorize an agreement with Carahsoft Technology Corp. for Relish Data Assure vendor validation software and services, through the United States General Services Administration, in an amount not to exceed \$141,518, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.

Category:

Awards, Amendments & Change Orders

Department:

Strategic Sourcing

Staff Contact:

Erica Stephens-Lynch

Background:

Staff proposes that RelishIQ, Inc.'s Data Assure software be used by the Strategic Sourcing Department to validate supplier information, including tax identification, address, banking, and sanctions list information, in order to help mitigate risk, reduce fraud, and streamline supplier onboarding.

Staff Evaluation/Justification:

Strategic Sourcing has also determined that procuring an agreement for the software and services through the United States General Services Administration (GSA), an agency of the United States, is the method that both satisfies competitive purchase requirements and provides best value to the Port Authority. The Port Authority, as a political subdivision of the State of Texas, is authorized to use GSA for the procurement.

Finally, Strategic Sourcing has further determined that the best availability and price for the items needed is provided by Carahsoft under the pricing schedule in Carahsoft's contract with GSA and is therefore recommending this purchase.

Accordingly, staff recommends that the Port Commission approve this best value determination and agreement.

I. FINANCE

Subject	3. Approve the change of control of Stephens Investment Management Group, Inc. under its investment management agreement for mid-cap growth assets of the Port of Houston Authority Restated Retirement (Pension) Plan and Other Post-Employment Benefit (OPEB) Plan.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, approve the change of control of Stephens Investment Management Group, Inc. under its investment management agreement for mid-cap growth assets of the Port of Houston Authority Restated Retirement (Pension) Plan and Other Post-Employment Benefit (OPEB) Plan, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.

Category:

General

Department:

Treasury

Staff Contact:

Roland Gonzalez

Background:

By Minute No. 2012-0925-23, the Port Commission authorized an investment management agreement with Stephens Investment Management Group, Inc. (Manager) for the management of mid-cap growth assets of the Pension Plan and OPEB Plan.

Staff Evaluation/Justification:

By notice dated December 1, 2025, Manager notified the Port Authority that Warren Stephens stepped down as CEO and Chairman of Stephens Inc. Mr. Stephens will transfer most of his voting interests in Manager to his children Miles Stephens, John Stephens, and Laura Brookshire, effective December 31, 2025. Warren Stephens will continue to hold the majority of financial interest in Manager.

Accordingly, Manager has requested the Port Authority's consent to the change of control of Manager.

The Port Authority's investment management agreement with Manager requires the Port Authority's consent to Manager's "assignment" of such agreement in accordance with the Investment Advisers Act of 1940 (the Act). The Act in turn provides that "assignment" generally includes "any direct or indirect transfer of an investment advisory contract by an adviser or any transfer of a controlling block of an adviser's outstanding voting securities" (Section 202(a)(1)).

Staff and the Port Authority's external retirement plans investment consultants at Mariner have reviewed the matter, have determined that Manager is expected to continue to operate without disruption in the services provided by Manager, and accordingly recommends that the Port Commission approve the change of control of the investment management agreement with Manager.

J. INFRASTRUCTURE

Subject	1. Approve staff's ranking of vendors and award a construction contract in an amount not to exceed \$651,055 for the 2026 annual wharf and rubber-tired gantry crane painting at Barbours Cut Terminal and Bayport Container Terminal, to the top-ranked proposer Blastco Texas, Inc.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, approve staff's ranking of vendors and award a construction contract in an amount not to exceed \$651,055 for the 2026 annual wharf and rubber-tired gantry (RTG) crane painting at Barbours Cut Terminal and Bayport Container Terminal, to the top-ranked proposer Blastco Texas, Inc., and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.
Goals	Strategic Objective MARITIME ECONOMIC DEVELOPMENT - CARGO Maximize Capacity and Regional Competitiveness

Category:

Awards, Amendments & Change Orders

Department:

Project and Construction Management

Staff Contact:

Craig J. Kasper, P.E.

Background:

This project would consist of the annual maintenance work associated with painting of Port Authority wharf and rubber-tire gantry (RTG) cranes at Barbours Cut Terminal and Bayport Container Terminal.

The Port Authority notified vendors regarding its request for competitive sealed proposals (CSP) using the Port Authority's BuySpeed Eprocurement System, and the project was advertised on the Port Authority's website and in a local newspaper. Ten vendors downloaded the project materials from BuySpeed.

Staff Evaluation/Justification:

On October 1, 2025, three CSP responses were received, opened, and publicly read. The responses were reviewed and evaluated by staff in accordance with the published selection criteria.

Following staff Executive Committee review, staff recommends that the Port Commission award a contract to Blastco Texas, Inc., the proposer providing best value for the 2026 annual wharf and RTG crane painting at Barbours Cut Terminal and Bayport Container Terminal, and act as otherwise described above.

J. INFRASTRUCTURE

Subject	2. Approve staff's ranking of vendors and award a construction contract in an amount not to exceed \$589,395 for the 2026 annual fender maintenance program at Barbours Cut Terminal and Bayport Container Terminal, to the top-ranked proposer Taylor Marine Construction, Inc.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, approve staff's ranking of vendors and award a construction contract in an amount not to exceed \$589,395 for the 2026 annual fender maintenance program at Barbours Cut Terminal and Bayport Container Terminal, to the top-ranked proposer Taylor Marine Construction, Inc., and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.
Goals	Strategic Objective MARITIME ECONOMIC DEVELOPMENT - CARGO Maximize Capacity and Regional Competitiveness

Category:

Awards, Amendments & Change Orders

Department:

Project and Construction Management

Staff Contact:

Craig J. Kasper, P.E.

Background:

This project would consist of surface preparation, repainting, repair, and replacement of various fender system elements at Barbours Cut Terminal and Bayport Container Terminal for the year 2026.

The Port Authority notified vendors regarding its request for competitive sealed proposals (CSP) using the Port Authority's BuySpeed Eprocurement System, and the project was advertised on the Port Authority's website and in a local newspaper. Ten vendors downloaded the project materials from BuySpeed.

Staff Evaluation/Justification:

On October 1, 2025, three CSP responses were received, opened, and publicly read. The responses were reviewed and evaluated by staff in accordance with the published selection criteria.

Following staff Executive Committee review, staff recommends that the Port Commission award a contract to Taylor Marine Construction, Inc., the proposer providing best value for the 2026 annual fender maintenance at Barbours Cut Terminal and Bayport Container Terminal, and act as otherwise described above.

J. INFRASTRUCTURE

Subject	3. Approve staff's ranking of vendors and award a construction contract in an amount not to exceed \$2,480,600 for the 2026 annual pavement replacement at Barbours Cut Terminal and Bayport Container Terminal, to the top-ranked proposer Forde Construction Company, Inc.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, approve staff's ranking of vendors and award a construction contract in an amount not to exceed \$2,480,600 for the 2026 annual pavement replacement at Barbours Cut Terminal and Bayport Container Terminal, to the top-ranked proposer Forde Construction Company, Inc., and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.
Goals	Strategic Objective MARITIME ECONOMIC DEVELOPMENT - CARGO Maximize Capacity and Regional Competitiveness

Category:

Awards, Amendments & Change Orders

Department:

Project and Construction Management

Staff Contact:

Craig J. Kasper, P.E.

Background:

This project would consist of the removal and replacement of damaged and/or deteriorating pavement throughout Barbours Cut Terminal and Bayport Container Terminal.

The Port Authority notified vendors regarding its request for competitive sealed proposals (CSP) using the Port Authority's BuySpeed Eprocurement System, and the project was advertised on the Port Authority's website and in a local newspaper. Six vendors downloaded the project materials from BuySpeed.

Staff Evaluation/Justification:

On October 8, 2025, three CSPs responses were received, opened, and publicly read. The responses were reviewed and evaluated by staff in accordance with the published selection criteria.

Following staff Executive Committee review, staff recommends that the Port Commission award a contract to Forde Construction Company, Inc., the proposer providing best value for the 2026 annual pavement replacement at Barbours Cut Terminal and Bayport Container Terminals, and act as otherwise described above.

J. INFRASTRUCTURE

Subject	4. Approve staff's ranking of vendors and award a construction contract in an amount not to exceed \$1,200,000 for the 2026 annual pavement replacement at Turning Basin Terminal, to the top-ranked proposer UMD Energy Solutions Corp. dba Briar Construction.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, approve staff's ranking of vendors and award a construction contract in an amount not to exceed \$1,200,000 for the 2026 annual pavement replacement at Turning Basin Terminal, to the top-ranked proposer UMD Energy Solutions Corp. dba Briar Construction, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.
Goals	Strategic Objective MARITIME ECONOMIC DEVELOPMENT - CARGO Maximize Capacity and Regional Competitiveness

Category:

Awards, Amendments & Change Orders

Department:

Project and Construction Management

Staff Contact:

Craig J. Kasper, P.E.

Background:

This project would consist of the removal and replacement of damaged and/or deteriorating pavement throughout Turning Basin Terminal.

The Port Authority notified vendors regarding its request for competitive sealed proposals (CSP) using the Port Authority's BuySpeed Eprocurement System and the project was advertised on the Port Authority's website and in a local newspaper. Eight vendors downloaded the project materials from BuySpeed.

Staff Evaluation/Justification:

On October 8, 2025, four CSP responses were received, opened, and publicly read. The responses were reviewed and evaluated by staff in accordance with the published selection criteria.

Following staff Executive Committee review, staff recommends that the Port Commission award a contract to UMD Energy Solutions Corp. dba Briar Construction, the proposer providing best value for the 2026 annual pavement replacement at Turning Basin Terminal, and act as otherwise described above.

J. INFRASTRUCTURE

Subject	5. Approve staff's ranking of vendors and award a construction contract in an amount not to exceed \$32,725,232 for the construction of Container Yard 1 South at Bayport Container Terminal Phase 2, to the top-ranked proposer Harper Brothers Construction, LLC.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, approve staff's ranking of vendors and award a construction contract in an amount not to exceed \$32,725,232 for the construction of Container Yard 1 South at Bayport Container Terminal Phase 2, to the top-ranked proposer Harper Brothers Construction, LLC, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.
Goals	Strategic Objective MARITIME ECONOMIC DEVELOPMENT - CARGO Maximize Capacity and Regional Competitiveness

Category:

Awards, Amendments & Change Orders

Department:

Project and Construction Management

Staff Contact:

Craig J. Kasper, P.E.

Background:

This project would consist of the development of approximately 16-acres of container yard at the Bayport Container Terminal. The project scope includes associated utilities, earthwork, grading, drainage, pavement, fencing, pavement markings, electrical, lighting, telecommunications, and other work necessary for a complete and functional facility.

The Port Authority notified vendors regarding its request for competitive sealed proposals (CSP) using the Port Authority's BuySpeed Eprocurement System, and the project was advertised on the Port Authority's website and in a local newspaper. Thirty-three vendors downloaded the project materials from BuySpeed.

Staff Evaluation/Justification:

On October 22, 2025, four CSP responses were received, opened, and publicly read. The responses were reviewed and evaluated by staff in accordance with the published selection criteria.

Following staff Executive Committee review, staff recommends that the Port Commission award a contract to Harper Brothers Construction, LLC, the proposer providing best value for the construction of Container Yard 1 South at Bayport Container Terminal Phase 2, and act as otherwise described above.

J. INFRASTRUCTURE

Subject	6. Approve a change order with Satterfield & Pontikes Construction, Inc. to perform additional work associated with the construction of the new Port Coordination Center facility at Turning Basin Terminal in an amount not to exceed \$451,329.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, approve a change order with Satterfield & Pontikes Construction, Inc. to perform additional work associated with the construction of the new Port Coordination Center facility at Turning Basin Terminal in an amount not to exceed \$451,328.70, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.

Category:

Awards, Amendments & Change Orders

Department:

Project and Construction Management

Staff Contact:

Craig J. Kasper, P.E.

Background:

By Minute No. 2025-0624-22, the Port Commission awarded a contract to Satterfield & Pontikes Construction, Inc. for \$18,250,477 for the construction of the new Port Coordination Center facility at Turning Basin Terminal.

This proposed change order addresses the following:

- Additional excavation for unforeseen site conditions: approximately 11,500 impacted material needing to be removed from the site footprint, and stockpiled for future disposal; and
- Import fill supplementation for the over-excavated material for building pad and surrounding support areas.

This is the second change order to this contract, for a total change order value to date of \$464,126.33, which is 2.54% of the total contract value.

Staff Evaluation/Justification:

Port Authority staff has reviewed the proposal submitted by Satterfield & Pontikes Construction, Inc. and found it to be fair and reasonable and recommends that the Port Commission authorize this change order.

K. MAINTENANCE

Subject	1. Award a two-year contract for preventative maintenance and inspection services to Vertiv Corporation, the sole source service provider, for Liebert Uninterruptible power supply battery, static transfer switch, power distribution units, and monitoring products for Barbours Cut Terminal, Bayport Container Terminal, and Turning Basin Terminal in an amount not to exceed \$300,000.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, award a two-year contract for preventative maintenance and inspection services to Vertiv Corporation, the sole source service provider, for Liebert Uninterruptible power supply (UPS) battery, static transfer switch, power distribution units, and monitoring products for Barbours Cut Terminal, Bayport Container Terminal, and Turning Basin Terminal in an amount not to exceed \$300,000, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.
Goals	Strategic Objective MARITIME ECONOMIC DEVELOPMENT - CARGO Maximize Capacity and Regional Competitiveness

Category:

Award, Amendments & Change Orders

Department:

Maintenance

Staff Contact:

Mike Gignac

Background:

By Minute No. 2023-0725-35, the Port Commission awarded a two-year contract to Vertiv Corporation in an amount not to exceed \$200,000 for preventive maintenance and inspection services for Liebert uninterrupted power supply (UPS) batteries, static transfer switches, power distribution units, and monitoring products at Barbours Cut Terminal, Bayport Container Terminal, and Turning Basin Terminal. Staff believed and continues to believe that it is advantageous to have Vertiv Corporation, the original equipment manufacturer, perform such work due to the firm's access to proprietary information, troubleshooting information, and technical and parts support.

Staff Evaluation/Justification:

Section 60.412 of the Water Code provides that a purchase for an item that can be obtained only from one source is exempt from certain procurement requirements of the Water Code. Port Authority staff has received a written statement from Vertiv Corporation confirming that Vertiv Corporation is the sole authorized service provider for the Liebert power product line.

Staff recommends that the Port Commission approve a two-year contract for preventative maintenance and inspection services with Vertiv Corporation, the sole source service provider, for Liebert UPS batteries, static transfer switches, power distribution units, and monitoring products at Barbours Cut Terminal, Bayport Container Terminal, and Turning Basin Terminal.

L. OPERATIONS

Subject	1. Authorize an amendment to Tariff 8 to authorize the temporary reduction of free time provided in Subrule 137 upon thirty days' public notice.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, authorize an amendment to Tariff 8 to authorize the temporary reduction of free time provided in Subrule 137 upon thirty days' public notice, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.

Category:

General

Department:

Operations

Staff Contact:

Randy Stiefel

Background:

Free Time is the specified period during which cargo may occupy space assigned to it on terminal property, including off-dock facilities, free of wharf demurrage or terminal storage charges immediately prior to the loading or subsequent to the discharge of such cargo on or off the vessel.

Periods of congestion and increased dwell have dramatic impacts on the productivity of terminal operations and cargo fluidity. During periods of unusually high volume, temporarily reducing free time for certain or all imported cargo at the General Cargo Facilities —upon thirty days' public notice—may encourage more efficient cargo movement from the Public Wharves. Staff has evaluated several options to improve the movement of cargo at the Port Authority's general cargo facilities during periods of congestion and increased import traffic, and recommends amending Tariff 8 to authorize the Port Authority to adjust the free time provisions under Subrule 137 as operational conditions warrant.

This change to Tariff 8 would authorize the Chief Executive Officer to temporarily reduce the free time provided in Subrule 137 for certain inbound commodities or categories of inbound breakbulk cargo designated by the Port Authority with respect to the Port Authority's General Cargo Facilities, to take effect following thirty days of public notice posted on the Port Authority's website. The public notice shall include an estimate of the duration of the temporary reduction in free time.

Tariff 8, Subrule 137 currently provides the following free time at the General Cargo Facilities:

- a. Inbound non-transshipped steel, not palletized or skidded, intended for direct discharge as shown on documentation submitted to the Port Authority ("Direct Discharge Steel"): Fifteen days.
- b. Single consignments of one commodity not covered by 3. a. above of two thousand (2,000) Tons or more on one bill of lading from one shipper to one consignee:
 - (i) Inbound cargo forty-five days
 - (ii) Outbound cargo forty-five days
- c. Thirty days on transshipped cargo;
- d. Ten days on (i) inbound breakbulk cargo that is not transported to or from a Port Authority wharf by a Vessel and (ii) inbound containers discharged from Vessels and transported to a transit shed on Port

Authority premises for unstuffing;

e. Three business days following completion of a Vessel's discharge for inbound containers discharged from Vessels, grounded or on chassis, loaded or empty, and not transported to a transit shed on Port

Authority premises for stuffing;

f. Ten days on outbound breakbulk cargo that is not transported to or from a Port Authority wharf by a Vessel and (ii) outbound containers stuffed at a transit shed on Port Authority premises to be loaded on a Vessel;

g. Outbound containers, grounded or on chassis, fully loaded or empty or to be stuffed prior to loading on a Vessel, may be placed in the wharf area to which the lifting Vessel is assigned for a maximum of three business days in advance of the Vessel's arrival at berth, provided that sufficient area is available to accommodate the placement of such containers without causing Terminal congestion. Any containers so placed and not exported on a lifting Vessel must be removed within three business days of the Vessel's departure;

h. Thirty days on all inbound cargo not covered above; and

i. Thirty days on all outbound cargo not covered above.

Staff Evaluation/Justification:

Staff recommends that the Port Authority authorize the action described above.

L. OPERATIONS

Subject **2. Issue Stevedore Licenses for one-year terms commencing January 1, 2026 to Agri American Stevedores, LLC; Cooper/Ports America LLC.; CT Stevedoring, Inc.; Enstructure Richardson II, LLC; Gulf Stream Marine, Inc.; Houston Terminal, LLC; Jacintoport International, LLC; Kinder Morgan Petcoke LP LLC; Marine Terminal Corporation; QSL (previously Empire Stevedoring); Schroder Marine Services, Inc; SESCO Terminals Corp; SSA Conventional, Inc; Suderman Contracting Stevedores, Inc.; and Texas Stevedoring Services (TSS), upon each applicant's satisfactory completion of all requirements and obligations for license issuance.**

Meeting Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY

Access Public

Type Action

Recommended Action The Port Commission at its December 9, 2025 meeting, grant authority to issue Stevedore Licenses for one-year terms commencing January 1, 2026 to Agri American Stevedores, LLC; Cooper/Ports America LLC.; CT Stevedoring, Inc.; Enstructure Richardson II, LLC; Gulf Stream Marine, Inc.; Houston Terminal, LLC; Jacintoport International, LLC; Kinder Morgan Petcoke LP LLC; Marine Terminal Corporation; QSL (previously Empire Stevedoring); Schroder Marine Services, Inc; SESCO Terminals Corp; SSA Conventional, Inc; Suderman Contracting Stevedores, Inc.; and Texas Stevedoring Services (TSS), upon each applicant's satisfactory completion of all requirements and obligations for license issuance, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.

Category:

General

Department:

Operations

Staff Contact:

Ryan Mariacher

Background:

By Minute No. 2024-1210-38, the Port Commission awarded certain stevedore licenses for one-year terms expiring December 31, 2025.

Staff is receiving stevedore license applications from companies interested in being licensed to work at Port Authority facilities during 2026 as set forth above and is reviewing those applications.

Staff Evaluation/Justification:

Staff recommends that the Port Commission authorize the issuance of stevedore licenses to the applicants; however, issuance should be conditioned upon the applicant's satisfactory completion of outstanding license requirements and obligations, if any, and satisfaction of current license requirements.

L. OPERATIONS

Subject	3. Approve an amendment to the agreement with Houston Mooring Company, Inc. for spotting of vessels at all Port Authority facilities to (i) extend the term of the agreement for an additional five years, (ii) authorize an increase to the contract amount under the agreement by an amount not to exceed \$3,392,050, and (iii) provide for an increase in the per-vessel rate under the contract to \$250.00 with a 3% escalator per year.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, approve an amendment to the agreement with Houston Mooring Company, Inc. for spotting of vessels at all Port Authority facilities to (i) extend the term of the agreement for an additional five years, (ii) authorize an increase to the contract amount under the agreement by an amount not to exceed \$3,392,050, and (iii) provide for an increase in the per-vessel rate under the contract to \$250.00 with a 3% escalator per year, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.

Category:

Awards, Amendments and Change Orders

Department:

Operations

Staff Contact:

Johnathan Barra

Background:

By Minute No. 2018-1030-37, the Port Commission awarded a one-year contract for spotting of vessels at all Port Authority facilities to Houston Mooring Company, Inc. in an amount not to exceed \$250,000.

By Minute No. 2019-0924-44, the Port Commission awarded a two-year contract for spotting of vessels at all Port Authority facilities to Houston Mooring Company, Inc. in an amount not to exceed \$600,000.

By Minute No. 2021-0928-51, the Port Commission approved a five-year extension with Houston Mooring Company, Inc. for spotting of vessels at all Port Authority facilities in an amount not to exceed \$1,500,000. The current scheduled expiration date of the agreement is December 31, 2026. Under the current contract, Houston Mooring's rate is \$215 per vessel.

Houston Mooring Company, Inc. has now requested an increase in its per-vessel pricing under the existing contract in light of rising International Longshoremen's Association labor costs. Allowing a reasonable price adjustment would help support the long-term sustainability and reliability of Houston Mooring Company, Inc.'s services. It would also help Houston Mooring continue to meet the Port Authority's quality and service expectations without disruption. Additionally, agreeing to a reasonable price increase would promote stability and avoid the potential costs and delays of transitioning to a new line handler.

Staff Evaluation/Justification:

Staff recommends that the Port Commission approve the above amendment to the agreement with Houston Mooring Company, Inc.

M. PEOPLE

Subject	1. Hearing and possible action to amend and restate the Port Authority's 401(a) Defined Contribution Plan and 457(b) Deferred Compensation Plan.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission conduct a hearing at its December 9, 2025 meeting, and take action to amend and restate the Port Authority's 401(a) Defined Contribution Plan and 457(b) Deferred Compensation Plan, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.

Category:

General

Department:

Human Resources

Staff Contact:

Hugh Tillman

Background:

The Port Authority sponsors the Port of Houston Authority 401(a) Defined Contribution Plan, a defined contribution retirement benefit plan for employees hired or rehired on and after August 1, 2012, with a sliding scale for Port Authority contributions, based on percentages of base salary; such contributions vest after three years of service. The Defined Contribution Plan was most recently amended as authorized by Minute No. 2023-0725-28.

The Port Authority also sponsors the Port of Houston Authority 457(b) Deferred Compensation Plan, a retirement plan funded by employee contributions. The Deferred Compensation Plan was most recently amended as authorized by Minute No. 2023-0725-28.

Both plans are now administered by Nationwide Retirement Solutions, Inc. By Minute No. 2023-0725-28, the Port Commission approved amendments to the administrative agreements with Nationwide for the plans.

Nationwide Retirement Systems, the administrator of the Plan, has proposed that the Port Authority adopt updated versions of Nationwide's form documents, which reflect changes in applicable law and further clarify the details of the administration, including:

- for both Plans, clarifying the default distribution rules for situations in which no beneficiary is elected;
- for both Plans, clarifying that employees paid directly through the Port Authority's payroll department may be eligible to participate, even if they are members of the International Longshoremen's Association;
- for the 457(b) Deferred Compensation Plan, clarifying that Roth deferrals are permitted; and
- for the 401(a) Defined Contribution Plan, clarifying the rules with respect to the exclusion of certain overtime from contribution calculations.

Staff Evaluation/Justification:

The proposed amendments to and restatement of the Plans reflect changes in applicable law and provide greater clarity regarding the administration of the Plans.

Exhibit A

Port Authority staff, working with Nationwide Retirement Systems, and Haynes and Boone, the Port Authority's benefits counsel, have prepared the associated changes to the Plans.

Texas Water Code Sec. 60.011 provides that the Port Commission may change the plans after notice to employees and a hearing. On December 3, 2025, notice was given to employees regarding (i) the recommendation to amend and restate the plans as described, and (ii) the Port Commission hearing on the matter scheduled for December 9, 2025.

Staff now recommends that the Port Commission conduct a hearing and approve the proposed changes to the Deferred Compensation 401(a) Defined Contribution Plan and 457(b) Deferred Compensation Plan.

M. PEOPLE

Subject	2. Approve staff's ranking of vendors and award a services agreement in an amount not to exceed \$663,883 for an initial three-year term beginning January 1, 2026 with an additional two-year renewal option for cleaning services for the new Port Administration Building to the top-ranked proposer: staff ranking - first, SBS Maintenance & Cleaning LLC dba Star Building Services; second, Ambassador Services; and third, CM Simple Janitorial LLC.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting: (a) approve staff's ranking of proposals based on the selection criteria, in the following order – first, SBS Maintenance & Cleaning LLC dba Star Building Services; second, Ambassador Services; and third, CM Simple Janitorial LLC; (b) award a services agreement to SBS Maintenance & Cleaning LLC dba Star Building Services, for cleaning services for the new Administration Building for an initial three-year term, with an additional two-year renewal option, in an amount not to exceed \$663,883; (c) grant authority, if a contract cannot be negotiated with the first-ranked vendor, to formally, and in writing, end negotiations with that vendor and proceed to the next vendor in the order of selection ranking until a contract is reached, or all proposals are rejected; and (d) further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.

Category:

Awards, Amendments & Change Orders

Department:

Office Building & Services

Staff Contact:

Monica Portillo

Background:

The Port Authority is seeking to obtain janitorial and cleaning maintenance services for the new Administration Building at 2926 Riverby Road. Approximately 83,437 square feet of Port Authority office building space will require daily professional cleaning services and services to maintain the flooring.

The Port Authority notified vendors regarding its request for proposals (RFP) for cleaning services at the new Administration Building using the Port Authority's BuySpeed Eprocurement System, and the project was advertised on the Port Authority website and in a local newspaper. Forty vendors downloaded the project materials from the BuySpeed Eprocurement System.

Staff Evaluation/Justification:

On October 15, 2025, fifteen responses to the RFP were received and opened. The responses were reviewed and evaluated by staff in accordance with the published selection criteria. Staff identified the following vendors, listed in order of ranking, as providing the best value for the required services:

- SBS Maintenance & Cleaning LLC dba Star Building Services
- Ambassador Services

- CM Simple Janitorial LLC

Following staff Executive Committee review, staff recommends that the Port Authority award a contract to SBS Maintenance & Cleaning LLC dba Star Building Services, the proposer providing best value for the cleaning and floor maintenance services for the new Port Administration Building, and act as otherwise described above.

M. PEOPLE

Subject	3. Authorize additional funding for calendar year 2025 for the payment of claims from the Port Authority's self-funded group medical benefits program for active employees, retirees who are not Medicare-eligible, and eligible dependents, in an amount not to exceed \$2,000,000.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, authorize additional funding for calendar year 2025 for the payment of claims from the Port Authority's self-funded group medical benefits program for active employees, retirees who are not Medicare-eligible, and eligible dependents, in an amount not to exceed \$2,000,000, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.

Category:

Awards, Amendments & Change Orders

Department:

Human Resources

Staff Contact:

Hugh Tillman

Background:

By Minute No. 2022-1206-50, the Port Commission awarded a contract to Gallagher Benefits Services, Inc. to provide employee benefits consulting services, including assisting in: the development of requests for proposals for group insurance coverages; evaluation of proposals; negotiation of renewal rates; and recommendations on provider selections.

In September 2018, after having reviewed proposals and analyzed the costs of a self-funded program compared to a fully insured medical program, the Port Authority proceeded with the implementation of a self-funded group medical benefits program administered with Aetna as the Third-Party Administrator (TPA).

By Minute No. 2025-1210-41, the Port Commission authorized up to \$17,000,000 in funding for calendar year 2025 for the payment of claims from the Port Authority's self-funded group medical benefits program for active employees, retirees who are not Medicare-eligible, and eligible dependents.

The Pension and Benefits Committee was given a summary of the status of the 2025 medical program at its September 23, 2025 meeting. After reviewing the 2025 claims data received to date, staff and Gallagher now estimate the additional funds will be needed to cover 2025 medical program claims.

Staff Evaluation/Justification:

Based on 2025 claims data received to date, staff and Gallagher recommend that an additional \$2,000,000 be reserved for the self-insurance account to pay for covered medical and pharmaceutical claims for calendar year 2025 from the Port Authority's self-funded group medical insurance program for active employees, retirees who are not Medicare-eligible, and their dependents.

The payment of covered claims from the dedicated funds would be administered by Aetna pursuant to its third-party administration services agreement with the Port Authority.

Staff recommends that the Port Commission approve the above funding request.

Based on 2025 claims data received to date, staff and Gallagher recommend that an additional \$2,000,000 be reserved for the self-insurance account to pay for covered medical and pharmaceutical claims for calendar year 2025 from the Port Authority's self-funded group medical insurance program for active employees, retirees who are not Medicare-eligible, and their dependents.

The payment of covered claims from the dedicated funds would be administered by Aetna pursuant to its third-party administration services agreement with the Port Authority.

Staff recommends the Port Commission approve the above funding request.

M. PEOPLE

Subject	4. Authorize funding for calendar year 2026 for the payment of claims from the Port Authority's self-funded group medical benefits program for active employees and eligible dependents, in an amount not to exceed \$22,500,000.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, authorize funding for calendar year 2026 for the payment of claims from the Port Authority's self-funded group medical benefits program for active employees and eligible dependents, in an amount not to exceed \$22,500,000, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.

Category:

Awards, Amendments & Change Orders

Department:

Human Resources

Staff Contact:

Hugh Tillman

Background:

By Minute No. 2022-1206-50, the Port Commission awarded a contract to Gallagher Benefits Services, Inc. to provide employee benefits consulting services, including assisting in the development of requests for proposals for group insurance coverages; evaluation of proposals; negotiation of renewal rates; and recommendations on provider selections.

In September 2018, after having reviewed proposals and analyzed the costs of a self-funded program compared to a fully insured medical program, the Port Authority proceeded with the implementation of a self-funded group medical benefits program administered with Aetna as the Third-Party Administrator (TPA).

The Pension and Benefits Committee was given a summary of the status of the 2025 medical program at its September 23, 2025 meeting. Gallagher representatives and Port Houston staff recommended, and the Pension and Benefits Committee concurred, that the Port Authority continue with the self-funded program for calendar year 2026.

Staff Evaluation/Justification:

The Port Authority's open enrollment period for calendar year 2025 occurred from October 20, 2025, to October 31, 2025. Based upon the enrollment information and the review of historical claims data, Port Houston staff and Gallagher representatives recommend that \$22,500,000 be reserved for the self-insurance account to pay for covered medical and pharmaceutical claims for calendar year 2026 from the Port Authority's self-funded group medical insurance program for active employees and eligible dependents.

The payment of covered claims from the dedicated funds would be administered by Aetna pursuant to its third-party administration services agreement with the Port Authority.

Staff recommends the Port Commission approve the above funding request.

M. PEOPLE

Subject	5. Authorize renewal of the one-year period option with Gallagher Benefits Services, Inc. under the agreement for employee benefits consulting services in an amount not to exceed \$100,000.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, authorize renewal of the one-year period option with Gallagher Benefits Services, Inc. under the agreement for employee benefits consulting services in an amount not to exceed \$100,000, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.

Category:

Awards, Amendments & Change Orders

Department:

Human Resources

Staff Contact:

Hugh Tillman

Background:

By Minute No. 2022-1206-50, the Port Commission awarded a contract to Gallagher Benefits Services, Inc. for employee benefits consulting services for an initial period of three years, renewable for a two-year period at the option of the Port Authority, at a cost of \$100,000 per year for the first three years.

Staff now requests to renew the contract for the one-year period option in an amount not to exceed \$100,000.

Professional consulting services related to the Port Authority's employee and retiree benefits program (including medical and other related insurance) are an important component for further development and optimization of the Port Authority's strategy of standardizing benefits, controlling costs, and managing a competitive benefits program designed to attract and retain talent.

The firm recommended by staff has also served as the Port Authority's broker of record in the purchasing process for employee benefits insurance, which has included developing solicitations, marketing, evaluating, ranking, and recommending providers and programs. Other services provided have included continued assessment of the Port Authority's employee benefits program, along with design, implementation, and maintenance of the benefits program.

Staff Evaluation/Justification:

Staff recommends the Port Commission approve the renewal of the agreement with Gallagher Benefits Services, Inc. for employee benefits consulting services as described above.

M. PEOPLE

Subject	6. Authorize an agreement with Aetna Life Insurance Company for stop-loss insurance coverage for the calendar year 2026 for the Port Authority's self-funded group medical benefits program for active employees, retirees who are not Medicare-eligible, and dependents, in an amount not to exceed \$3,132,835.20, and authorize renewal negotiations with Aetna Life Insurance Company prior to coverage expiration.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, authorize an agreement with Aetna Life Insurance Company for stop-loss insurance coverage for the calendar year 2026 for the Port Authority's self-funded group medical benefits program for active employees, retirees who are not Medicare-eligible, and dependents, in an amount not to exceed \$3,132,835.20, and authorize renewal negotiations with Aetna Life Insurance Company prior to coverage expiration, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.

Category:

Awards, Amendments & Change Orders

Department:

Human Resources

Staff Contact:

Hugh Tillman

Background:

By Minute No. 2022-1206-50, the Port Commission awarded a three-year contract to Gallagher Benefit Services, Inc. (Gallagher) to serve as the Port Authority's broker of record for health and welfare benefits and provide employee benefits consulting services, including assisting in development of requests for proposals for group insurance coverages, evaluation of proposals, negotiation of renewal rates, and recommendations on provider selections.

In September 2018, after having reviewed proposals and analyzed the costs of a self-funded program compared to a fully insured program, the Port Authority proceeded with the implementation of a self-funded group medical benefit program.

By Minute Nos. 2018-1030-44, 2019-1022-39, 2020-1208-44, 2021-1026-34, 2022-1027-50, 2023-1024-35, and 2024-1022-42, the Port Commission approved the purchase of insurance from Aetna Life Insurance Company (Aetna) to provide stop-loss coverage for calendar years 2019, 2020, 2021, 2022, 2023, and 2024, respectively, for the self-funded medical plan, and also authorized contract renewal negotiations with Aetna prior to contract expiration.

Gallagher and Port Authority staff have now negotiated a renewal with Aetna Life Insurance Company for stop-loss coverage for the 2025 self-funded group medical benefits program and determined that the negotiated terms offer the best value to the Port Authority.

Staff Evaluation/Justification:

Staff recommends the Port Commission award a one-year contract to Aetna for stop-loss insurance for the self-funded group medical plan for calendar year 2026. The stop-loss insurance would (i) cover eligible claims in excess of \$200,000 per individual claimant and (ii) cover eligible claims in excess of an aggregate amount of 120% of projected claims.

Additionally, staff recommends that the Port Commission authorize renewal negotiations with Aetna prior to contract expiration to better ascertain the need to solicit proposals for the following contract year.

M. PEOPLE

Subject	7. Approve a contract with Gartner, Inc. for Executive Partner Advisory Services for Human Resources through December 31, 2027, using the Texas Department of Information Resources cooperative purchase program, in an amount not to exceed \$126,021.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 09, 2025 meeting, approve a contract with Gartner, Inc. for Executive Partner Advisory Services for Human Resources through December 31, 2027, using the Texas Department of Information Resources (DIR) cooperative purchase program, in an amount not to exceed \$126,021, determine that this procurement method provides the best value to the Port Authority, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.

Category:

Awards, Amendments & Change Orders

Department:

Human Resources

Staff Contact:

Carlecia Wright

Background:

The Port Authority is undergoing significant human capital transformation and modernization efforts to support strategic goals for 2026 and 2027. These initiatives include:

Total Rewards and Talent Systems Modernization

- Completion of the compensation benchmark study (Mercer);
- Development of the Port Authority's compensation philosophy;
- Assessment and redesign of incentive programs;
- Launch of the 2026 Executive Development, Mentorship, and Team Supervisor programs;
- Initiation of health benefits review (Aetna);
- Refreshing the performance assessment framework and supporting processes; and
- Creation of an Artificial Intelligence (AI) responsible use plan for Human Resources (HR).

Organizational Optimization

- Implementation of Return-to-Office and the Flex Work Bank;
- Development and rollout of a structured change management framework;
- Restructuring and optimizing the administrative team as part of the Administrative Optimization Project; and
- Strengthening organizational alignment, leadership development capability, and cross-functional execution.

To support these complex, high-impact human capital initiatives, the People Division seeks access to industry-leading research, benchmarking, executive advisement, and implementation tools. Staff has determined that Gartner, Inc.'s (Gartner) Executive Partner Advisory Services can provide strategic counsel, templates, data, and decision-support tools specifically designed for Chief People Officer-level

transformation work. Additionally, Gartner's scope and deliverables are expected to directly support the priorities outlined in the People Division's Fiscal Year 2026–2027 strategy and help accelerate execution, reduce risk, align with industry best practices, and improve quality of deliverables.

Staff Evaluation/Justification:

The Texas Department of Information Resources (DIR) is a department of the State of Texas and offers cooperative purchasing programs that may be used by the Port Authority. The Director of Strategic Sourcing has determined that procuring Gartner's advisory services through the DIR purchasing program satisfies competitive purchase requirements and provides the best value to the Port Authority.

The People Division has evaluated Gartner's Executive Partner HR Advisory Services and determined that:

1. Gartner is the only provider with the breadth of HR-specific research, diagnostic tools, benchmarking data, and strategic advisory services needed to support the Port Authority's multi-year human capital strategy;
2. The DIR pricing schedule for Gartner provides the most favorable contract terms, cost structure, and flexibility, compared to pursuing an independent request for procurement or custom procurement;
3. Gartner's Executive Partner model gives the Port Authority access to advisors with deep expertise in Total Rewards, performance management, organizational effectiveness, AI readiness, and workforce planning — capabilities needed to advance the Port Authority's priorities for Fiscal Year 2026–2027; and
4. The services available under this DIR contract provide substantial operational value, including on-demand toolkits, workshops, research, case studies, and expert guidance that directly support the compensation redesign, performance framework refresh, leadership development programs, and change management initiatives underway.

Accordingly, staff recommends that the Port Commission approve this best-value determination and authorize entering into the service agreement with Gartner through the Texas DIR program.

M. PEOPLE

Subject	8. Amend the move consulting services agreement with C-move Group, Inc. for an additional amount not to exceed \$38,835.10.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, approve an amendment to the move consulting services agreement with C-move Group, Inc. for an additional amount not to exceed \$38,835.10, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.

Category:

Awards, Amendments & Change Orders

Department:

Office Services

Staff Contact:

Carlecia Wright

Background:

In March 2025, the Port Authority entered into an agreement for move consulting services with C-move Group, Inc. in the amount of \$97,843.90, for support of the move from the Executive Office Building to the new Port Authority administration building at East River. The scope of that agreement included move strategy development, relocation planning and mobilization, onsite coordination and supervision, and post-move support for one move phase.

Since the agreement was entered into, the move strategy has solidified and developed into a more phased approach and staff has determined that additional assistance from the consultant is needed to support these updated plans. These additional activities include those associated with shifting the move date from December to the end of January, an added mid-January move date for roughly 40 selected Port Authority personnel to prepare the building for day one, an added April move date for staff needing to close out 2025 financials in their current space, support for additional IT equipment relocation, and specialized packing and moving services for the records and management department.

Staff Evaluation/Justification:

Staff recommends that the Port Commission approve this amendment to the agreement for move consulting services with C-move Group, Inc. in the amount set forth above.

N. SECURITY AND EMERGENCY OPERATIONS

Subject	1. Approve staff's ranking of vendors and award a three-year contract in an amount not to exceed \$990,000 for shipyard maintenance services of three Port Authority vessels, to the top-ranked proposer National Cotton Inc. dba Pier 77 Marine.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, Approve staff's ranking of vendors and award a three-year contract in an amount not to exceed \$990,000 for shipyard maintenance services of three Port Authority vessels, to the top-ranked proposer National Cotton Inc. dba Pier 77 Marine, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.
Goals	Strategic Objective PARTNERSHIPS - CONNECTION Drive Regional Impact Projects

Category:

Awards, Amendments & Change Orders

Department:

Fire

Staff Contact:

William Buck

Background:

The Port Authority's three fireboats are periodically dry-docked at local shipyards for preventive maintenance and/or repairs. The dry-docking work includes inspecting hull integrity, hull sandblasting and scraping, jet maintenance, replacing shell plating, bottom painting, and other marine-related repairs, and preventative maintenance activities.

The Port Authority notified vendors regarding its request for proposals (RFP) using the Port Authority's BuySpeed Eprocurement System and the project was advertised on the Port Authority's website and in a local newspaper. Eleven vendors downloaded the project materials from BuySpeed.

Staff Evaluation/Justification:

On November 6, 2025, two RFP responses were received and opened. The responses were reviewed and evaluated by staff in accordance with the selection criteria published in the RFP; one bid was deemed non-responsive.

Following staff Executive Committee review, staff recommends that the Port Commission award a contract for shipyard maintenance services of three Port Authority vessels to the qualified provider National Cotton Inc. dba Pier 77 Marine, and act as otherwise described above.

N. SECURITY AND EMERGENCY OPERATIONS

Subject	2. Amend the professional services contract with CAVU International I, LLC for its staff continuous performance improvement program in an additional amount not to exceed \$150,000.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, amend the professional services contract with CAVU International I, LLC for its staff continuous performance improvement program in an additional amount not to exceed \$150,000, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.
Goals	<p>Strategic Objective PEOPLE AND ORGANIZATION - CULTURE Elevate the Employee Experience</p> <p>PEOPLE AND ORGANIZATION Foster a collaborative, results-oriented organization and culture of shared leadership.</p>

Category:

Awards, Amendments & Change Orders

Department:

Port Security and Emergency Operations

Staff Contact:

Amy Seymour

Background:

In August 2024, the Port Authority entered into a professional services contract valued at \$21,888 with CAVU International I, LLC (CAVU) for a continuous performance improvement (CPI) program for the Port Security and Emergency Operations (PSEO) division. The scope of services under the professional services contract provided for leadership alignment (Phase 1) and workforce assessment (Phase 2), and contemplated additional services—onsite coaching (Phase 3), leadership training, onsite coaching and mentoring, and related deliverables.

By Minute No. 2025-0219-35, the Port Commission approved an amendment for \$120,000 with CAVU for a CPI program for the PSEO division.

CAVU has completed Phase 3 and has provided staff with a proposal and scope of services for Phase 4 in an amount not to exceed \$150,000. Phase 4's scope of work provides follow-on coaching to help support and enable the PSEO division's mission to safely protect and secure people and commerce by enhancing readiness for all incidents, including all-hazard responses, emergencies, environmental compliance, maritime security, and emerging threats. Additionally, CAVU's coaching program would directly contribute to PSEO's upcoming strategic objectives: strategic communication and planning, developing leaders down the chain of command/succession planning, addressing Great Place to Work concern areas by department, and a continuous improvement cycle through driving culture change to brief/de-brief for communication improvements. CAVU's training and mentoring engagements would focus on elevating operational excellence, enhancing public safety and security, promoting a culture of psychological safety and continuous improvement, and supporting professional development.

The process to achieve these goals would be through proven techniques and a continuation of the leadership fundamentals established through 2025. CAVU is expected to maintain quality, scalable, and hands-on coaching to address challenges to drive and sustain standardized operational expectations, conduct honest evaluations, and implement proactive improvements based on lessons learned.

Staff Evaluation/Justification:

The CPI program is expected to result in a more collaborative and supportive workforce sustained by a culture of continuous improvement. Staff has reviewed and evaluated the proposal and scope of services for the additional services, and recommends that the Port Commission authorize the amendment of the professional services contract on the terms described above.

O. STRATEGY

Subject	1. Authorize a funding agreement with the State of Texas, acting by and through the Texas Department of Transportation, to receive grant funding in the amount of \$7,786,362.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, authorize a funding agreement with the State of Texas, acting by and through the Texas Department of Transportation, to receive grant funding in the amount of \$7,786,362, and further authorize the Chief Executive Officer to do any and all things in his reasonable opinion or necessary to give effect to the foregoing.

Category:

Awards, Amendments & Change Orders

Department:

Strategy

Staff Contact:

Candice Armenoff

Background:

The Port Authority's Bayport Southern Access Road – Phase 1 is a \$42.4 million project that would construct a 1.2-mile, four-lane access road connecting Red Bluff Road at SH 146 to Port Road. The project also includes widening the one-mile Freight Station Road by two lanes, improving its intersection with Port Road, and building a new intersection with the Bayport Southern Access Road. Funding includes a \$7,786,362 Seaport Connectivity Program Grant (89th Legislature) from the State of Texas, acting by and through the Texas Department of Transportation, with the Port Authority covering all remaining costs.

A funding agreement with the Texas Department of Transportation (TxDOT), to be executed no later than August 21, 2026, is required in connection with the grant.

Staff Evaluation/Justification:

This grant program furthers the efforts of the Port Authority to provide infrastructure to meet demand and is part of the ongoing rebuild of Barbours Cut Terminal.

Accordingly, staff recommends that the Port Commission authorize a funding agreement with the State of Texas to receive grant funds in the amount of \$7,786,362.

O. STRATEGY

Subject	2. Adopt the proposed 2026 Targets and Incentive Award Plan.
Meeting	Dec 9, 2025 - PORT COMMISSION OF THE PORT OF HOUSTON AUTHORITY
Access	Public
Type	Action
Recommended Action	The Port Commission, at its December 9, 2025 meeting, approve the proposed 2026 Targets and Incentive Award Plan, and further authorize the Chief Executive Officer to do any and all things in his opinion reasonable or necessary to give effect to the foregoing.

Category:
General

Department:
Corporate Strategy

Staff Contact:
Candice Armenoff

Background:
By Minute No. 2020-0128-50, the Port Commission adopted an Incentive Award Program Policy outlining the roles and responsibilities with respect to the administration and funding of employee incentives. Incentive awards are cash awards that are intended to motivate employees to produce results that have been predefined and communicated to employees in advance, and to reward them for achieving the stated performance goals. Pursuant to that Policy, staff has prepared a proposed 2026 Incentive Award Plan that aligns with the recently approved Strategic Plan – Amended 2025 update.

By Minute No. 2025-1111-06, the Port Commission approved the Fiscal Year 2026 Operating and Capital Budget, which includes funds for an employee incentive award program.

The proposed 2026 Incentive Award Plan includes four target payout levels for eligible employees based on the Port Authority’s net operating cash flow in 2026, its 2026 Strategic Targets and their respective weights, and completion of all mandatory compliance training, among other guidelines.

Incentive Plan Net Operating Cash Flow	Target Payout Levels
Below Threshold – below 10% of budget (Less than \$304,915,500)	No award given
Threshold Level – within 10% of budget (\$304,915,500 – 321,855,249)	Greater of 1% of annual base salary or \$1,500
Achievement Level – within 5% of budget (\$321,855,250 – 338,794,999)	Greater of 2% of annual base salary or \$1,750
Target Level – meeting budget target (\$338,795,000 – 355,734,749)	Greater of 3% of annual base salary or \$2,000
Maximum Level – exceeding 5% of budget (\$355,734,750 or more)	Greater of 5% of annual base salary or \$2,500

Executive Leadership, in consultation with the Port Commission, shall consider whether the organization has not achieved, partially achieved, achieved, or exceeded each of the targets listed below. Based on that determination, Executive Leadership shall adjust the payout so that employees receive from zero to 1.5 times the Target Payout amounts listed in the chart above.

2026 Strategic Targets

Strategic Goal Alignment	Targets
<p>MARITIME ECONOMIC DEVELOPMENT - Facilitate safe navigation, maritime commerce, and job creation for the greater Houston port region and beyond.</p>	<p>CHANNEL</p> <ol style="list-style-type: none"> 1. Evaluate maintenance dredging and placement area capacity strategies to improve efficiency and expedite project delivery <p>CARGO</p> <ol style="list-style-type: none"> 1. Execute container capacity optimization and expansion plans to increase throughput at Barbours Cut and Bayport terminals aligned with forecasted demand 2. Advance Terminal 3 development toward design readiness 3. Develop a seaport connectivity strategy to improve supply chain value proposition for the greater Houston port region <p>CHANGE</p> <ol style="list-style-type: none"> 1. Strengthen engagement and legislative alignment to build alignment and support for port initiatives and priorities
<p>LEADERSHIP & PARTNERSHIPS – Propel meaningful stakeholder engagement on shared goals and priorities.</p>	<p>COMMUNITY</p> <ol style="list-style-type: none"> 1. Advance the Anchored in Action community investment plan to drive new industry partnerships and investments
<p>PEOPLE & ORGANIZATION – Foster a collaborative, results-oriented organization and a culture of shared leadership for a sustainable future.</p>	<p>CULTURE</p> <ol style="list-style-type: none"> 1. Develop a Total Rewards roadmap to support long-term talent attraction, retention, and engagement 2. Optimize organization and collaboration to strengthen cross-functional execution and strategic alignment 3. Integrate Workday with Maximo and go-live for Pillar III functionality 4. Improve the project development process to enhance integration, alignment, and handoff with capital delivery functions <p>CAPITAL</p> <ol style="list-style-type: none"> 1. Ensure liquidity position is sufficient to sustain, short, mid, and long-term cash, methods, and strategic initiatives

Staff Evaluation/Justification:

The proposed 2026 Incentive Award Plan was prepared and reviewed by members of the Port Authority’s People, Finance, and Legal divisions. Staff recommends that the Port Commission adopt the proposed 2026 Strategic Targets and 2025 Incentive Award Plan.