

July 15, 2026

NOTICE OF MEETING
OF THE
COMPENSATION COMMITTEE
OF THE
PORT COMMISSION
OF THE
PORT OF HOUSTON AUTHORITY

In accordance with the official practice of the Port Commission of the Port of Houston Authority, attached is a copy of the agenda of the Compensation Committee meeting to be held on Tuesday, July 21, 2026. A quorum of the Compensation Committee is intended to meet at 10:00 a.m., or thereafter, immediately following the adjournment of the Community Relations Committee meeting, at the Port of Houston Authority Administration Building, First Floor Boardroom, 2960 Riverby Road, Houston, Texas 77020. The member of the Compensation Committee presiding over the meeting is intended to be present at that location, which shall be open to the public during the open portions of the meeting.

In addition, in accordance with Government Code Sec. 551.127 permitting a governmental body to hold a public meeting by videoconference call, the meeting may also be accessed via Microsoft Teams, as provided on the following page.

PORT OF HOUSTON AUTHORITY
of
HARRIS COUNTY, TEXAS

Parker Harrison
Secretary



Additional Public Meeting Notifications.

1. In accordance with the Port Commission's **NEW** practice:
 - a. Members of the public may speak during the posted public comment section.
 - **IMPORTANT:** **Advance registration is required.**
 - **When:** No later than 12 pm local time on the last business day before the scheduled date of the Public Meeting.
 - **How:** Please contact us by email, telephone, or regular mail at:
 - Parker Harrison: pharrison@porthouston.com or (713)670-2625,
 - Erica Godfrey: egodfrey@porthouston.com or (713) 670-2456,
 - c/o Port of Houston Authority, 2960 Riverby Road, Houston, Texas 77020.
 - **What:** Please provide the speaker's name, the organization the speaker represents (if applicable), contact information, and the subject matter of the speaker's comments.
 - b. Permitted speaking time, in accordance with our **Amended Public Comment Policy:**
 - **For 10 or fewer registered speakers**, each may speak for up to **three (3) minutes**.
 - **For more than 10 registered speakers**, each speaker will be limited to **one (1) minute**.
 - After the deadline for registration passes, Port Houston will contact all registered speakers to notify them of their allotted speaking time.
 - **Group speakers:** If more than one member of a group has registered to speak, the group must select one representative to present its comments.
 - c. Both an audio recording and written minutes of the meeting will be available on the Port Authority's website following approval by the Port Commission.
2. To request accommodations under the Americans with Disabilities Act or language access services, please contact Parker Harrison or Erica Godfrey at least three days prior to the meeting.
3. Members of the public may participate in the public meeting either in person or by video conference (see next page). Restrictions regarding allowable room capacity and seating arrangements may be in place at the meeting.



You're invited to July Port Commission & Committee meetings

July Port Commission & Committee meetings

Tue, Jul 21, 2026 8:30 AM - 12:30 PM (UTC-06:00) Central Time (US & Canada)

July Port Commission meeting, Community Relations Committee, Compensation Committee, Pension & Benefits Committee

Sincerely,

Port Houston

Microsoft Teams [Need help?](#)

[Join the meeting now](#)

Meeting ID: 272 652 998 140 030

Passcode: bD9f4bH2

Dial in by phone

[1 346-352-9362,,347491850#](#) United States, Houston

[Find a local number](#)

Phone conference ID: 347 491 850#



Tuesday, July 21, 2026

COMPENSATION COMMITTEE OF THE PORT OF HOUSTON AUTHORITY

10:00 a.m.

**2960 Riverby Road
Houston, TX 77020
First Floor Boardroom
And Via Microsoft Teams**

A. CALL TO ORDER

B. APPROVAL OF MINUTES

1. Compensation Committee - April 8, 2024

C. CHAIRMAN'S REMARKS

D. APPEARANCES

1. Public Comment

E. GENERAL

1. Staff update, discussion, and possible action regarding the Port Authority's compensation program and practices, including proposed incentive strategy
 - (a) Review Port Houston Compensation Philosophy;
 - (b) Review 2025 - 2026 Mercer Analysis & Findings;
 - (c) Proposed Short-Term Incentive Modernization Strategy; and
 - (d) Proposed Options for Consideration for 2027 Incentive Award Plan.

F. RECESS OPEN MEETING AND CONVENE EXECUTIVE SESSION

1. Consultation with Attorneys (Section 551.071, Texas Open Meetings Act)
2. Employment and Evaluation of Public Officers and Employees (Section 551.074, Texas Open Meetings Act)

G. RECONVENE OPEN MEETING

1. Announce any items from Executive Session requiring Compensation Committee action

H. ADJOURN
