

October 23, 2020

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, there is attached hereto a copy of the Agenda of the meeting of the Compensation Committee of the Port Commission of the Port of Houston Authority, to be held on October 27, 2020. The Compensation Committee meeting will begin at 10:15 a.m., or thereafter, immediately following the adjournment of the Audit Committee meeting. Pursuant to Governor Abbott's action of March 16, 2020 to allow virtual and telephonic open meetings to maintain government transparency, the Port Commission will meet via Webex webinar, which can be accessed as provided on the following page

PORT OF HOUSTON AUTHORITY
of
HARRIS COUNTY, TEXAS

Erik A. Eriksson
Secretary



Formal Public Meeting Notifications.

1. This virtual meeting is permitted by Governor Abbott's order suspending certain provisions of the Texas Open Meetings Act to minimize the impact of the coronavirus outbreak.
2. In accordance with the Port Commission's usual practice:
 - a. Members of the public may speak during the posted public comment section.
 - Please register to speak no later than an hour before the meeting by emailing to Liana Christian lchristian@porthouston.com or Erik Eriksson eriksson@porthouston.com
 - Please provide name and the organization the speaker represents, if applicable.
 - Comments are limited to three minutes.
 - b. An audio recording of the meeting is being made, as also required by the governor's order, and will be available to the public, as will written minutes after Port Commission approval.



Please note the following to help the meeting run smoothly:

- The meeting will begin at **9:15 a.m.**
- **Please dial in via phone for the audio portion** and use your attendee number to merge your phone and computer presence.
- **All participants will be muted upon entry.** Please stay muted unless speaking.
- **Please turn off your video** to help the call run more smoothly.

The **Audit Committee** will begin once the Port Commission meeting has adjourned. The **Compensation Committee** meeting will follow the Audit Committee meeting.

Meeting number (access code): 146 241 6757

Meeting password: YMbEPxCm627

Tap to join from a mobile device (attendees only)

[+1-720-650-7664](tel:+1-720-650-7664),[1462416757##](tel:+1-469-210-7159) United States Toll (Denver)

[+1-469-210-7159](tel:+1-469-210-7159),[1462416757##](tel:+1-469-210-7159) United States Toll (Dallas)

Join by phone

+1-720-650-7664 United States Toll (Denver)

+1-469-210-7159 United States Toll (Dallas)

[Global call-in numbers](#)

Join from a video system or application

Dial [1462416757](tel:+1-469-210-7159)@porthouston.webex.com

You can also dial 173.243.2.68 and enter your meeting number.

Join using Microsoft Lync or Microsoft Skype for Business

Dial [1462416757](tel:+1-469-210-7159).porthouston@lync.webex.com

Need help? Go to <http://help.webex.com>



**Tuesday, October 27, 2020
Compensation Committee**

**10:15 a.m.
111 East Loop North
Houston, TX 77029**

A. CALL TO ORDER

B. APPROVAL OF MINUTES

1. Compensation Committee - December 11, 2019

C. CHAIRMAN'S REMARKS

D. GENERAL

1. Staff update, discussion, and possible action regarding the Port Authority's compensation program and practices, including

- (a) an overview of the Port Houston Compensation Program to date;
- (b) the status of the 2020 Incentive Program, an update on the 2020 READY Pay Program, and the proposed 2020 Employee Appreciation Pay Program;
- (c) the proposed 2021 Compensation Structure Change, and proposed 2021 Merit and Incentive Program budget; and
- (d) an overview of Mercer's Incentive Program review.

E. 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)

F. RECONVENE OPEN MEETING

G. ADJOURN
