

February 17, 2022

**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 February 22, 2022. The Compensation Committee meeting will begin at 8:30 a.m. at the Port of Houston Authority Executive Office Building, Fourth Floor Boardroom, 111 East Loop North, Houston, Texas 77029. In addition, pursuant to Government Code Sec. 551.127 permitting a governmental body to hold a public meeting by videoconference call, the meeting may also be accessed via Webex webinar, as provided on the following page. A quorum of the Port Commission may attend such meeting.

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](mailto:lchristian@porthouston.com) or Erik Eriksson [eriksson@porthouston.com](mailto: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.
3. To request accommodations under the Americans with Disabilities Act or language access services, please contact the Port Houston– Legal Division at least three days prior to the meeting. The Legal Division may be reached by telephone at (713) 670-2450, by email at [lchristian@porthouston.com](mailto:lchristian@porthouston.com) or Erik Eriksson [eriksson@porthouston.com](mailto:eriksson@porthouston.com), and by mail at 111 E. Loop N, Houston, Texas 77029.

**Due to health and safety concerns related to COVID-19, this meeting will offer the options to participate by videoconference or in-person. The meeting will be open to the public but restrictions regarding allowable room capacity and seating arrangements may be in place.**

**When it's time, join your Webex meeting here.**

[Join meeting](#)

**More ways to join:**

**Join from the meeting link**

<https://porthouston.webex.com/porthouston/j.php?MTID=mba1a0e98dac48781dcd17bfde0330f93>

**Join by meeting number**

Meeting number (access code): 2486 953 9204

Meeting password: Comp0222

**Tap to join from a mobile device (attendees only)**

[+1-720-650-7664,,24869539204##](tel:+1-720-650-7664,,24869539204##) United States Toll (Denver)

[+1-469-210-7159,,24869539204##](tel:+1-469-210-7159,,24869539204##) 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 [24869539204@porthouston.webex.com](tel:24869539204@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 [24869539204.porthouston@lync.webex.com](tel:24869539204.porthouston@lync.webex.com)

If you are a host, [click here](#) to view host information.

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

**COMPENSATION COMMITTEE  
of the  
PORT COMMISSION  
of the  
PORT OF HOUSTON AUTHORITY**

**February 22, 2022  
8:30 a.m.**

**111 East Loop North  
Houston, TX 77029  
Fourth Floor Boardroom  
And Via WebEx**

**A. CALL TO ORDER**

**B. 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), including deliberation regarding the employment agreement with the Executive Director of the Port Authority

**C. RECONVENE OPEN MEETING**

Announce any items from Executive Session requiring Compensation Committee action

**D. APPROVAL OF MINUTES**

Compensation Committee – January 26, 2021

**E. CHAIRMAN’S REMARKS**

**F. GENERAL**

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

- (a) 2022 Market Analysis and Compensation Adjustments;
- (b) Proposed 2022 Pay-for-Performance / Merit Adjustments;
- (c) 2021 Incentive Award Plan results and payout; and
- (d) Proposed 2022 Incentive Award Plan.

**G. ADJOURN**