

HOUSTON FIRST CORPORATION
MINUTES OF THE
BENEFITS AND COMPENSATION COMMITTEE
September 19, 2014

The Benefits and Compensation Committee of Houston First Corporation (the "Corporation"), a Texas non-profit corporation created and organized by the City of Houston as a local government corporation pursuant to TEX.TRANSF.CODE ANN. §431.101 et seq. and TEX.LOC.GOV'T.CODE ANN §394.001 et seq., held a meeting in the George R. Brown, 3rd Floor Executive Board Room, 1001 Avenida de las Americas, Houston, Harris County, Texas 77010, on Friday, September 19, 2014, commencing at 2:00 P.M. Written notice of the meeting including the date, hour, place and agenda for the meeting, was posted in accordance with the Texas Open Meetings Act. The following members participated in the meeting: Ric Campo, Katy Caldwell, and Dawn Ullrich. Irma Diaz-Gonzalez was absent.

Ric Campo called the meeting to order at approximately 2:07 PM and a quorum was established.

1. Public Comments. None.
2. Approval of Minutes. After a motion duly seconded, the minutes of the June 18, 2014 meeting were approved.
3. Presentations. None.
4. Committee Business. None.
4. Updates.

A. Janitorial. Lisa Hargrove presented the history of the existing janitorial contract and present procurement law in Texas as it relates to the janitorial agreement. William ("Bill") Bux discussed the presence of labor unions in Houston and provided an overview of recent NLRB opinions. A recommendation was made to rebid the existing contract with increased wages. No action was taken.

B. Pension. Lisa Hargrove provided an update on the status of the pension lawsuit and announced that oral arguments before the Texas Supreme Court would occur on November 6, 2014.

C. Benefits. Brenda Bazan provided an update on new benefit proposals that have been requested and open enrollment timelines.

D. Chief Executive Officer. Dawn Ullrich provided an update on the HFC/GHCVB alignment.

The meeting adjourned at approximately 3:10 PM.



Pamela Walko, Secretary