



CAYMAN PORT

**BOARD OF DIRECTORS MEETING
Port Authority of the Cayman Islands
45A Harbour Drive
25th February 2021
Meeting No. 472**

A meeting of the Port Authority of the Cayman Islands Board of Directors was held on Thursday, 25th February 2021 at the Port Administration Building, 45A Harbour Drive, Grand Cayman, Cayman Islands.

1. Welcome and Call to Order

Chairman, Kearney Gomez, welcomed attendees and called the meeting to order at 1:56pm.

2. Attendance and Apologies

Members Present:

Mr. Kearney Gomez – Chairman
Mr. Arek Joseph – Deputy Chairman
Mr. Michael Nixon – (Ministry of Finance)
Mrs. Neyka Webster (Ministry of Tourism for Mr. Stran Bodden)
Mr. Ashton Bodden, JP
Mr. Richard Parchment
Mrs. Jacqueline Scott-Rankine
Mr. Joseph Woods – APD

Apologies for Absence(s):

Mr. Charles Clifford – (CBC)
Mr. Ken Thompson
Mr. Stran Bodden (Ministry of Tourism)

Invited Attendees

Nil.

3. Quorum

IT WAS RESOLVED that in accordance with Section 17 (1) (g) of the Public Authorities Law 2017, a quorum of the simple majority of the Members who are entitled to vote were present and that the business would proceed.



CAYMAN PORT

4. Review and Approval of Minutes

Minutes 471 were reviewed. Mr. Richard Parchment moved that Minutes 471 be accepted and Mr. Arek Joseph seconded. There were no objections and the minutes were accepted by all Members.

5. Matters Arising from Previous Minutes

a) Minutes 471 6g – Application by the entity that had acquired Discount Excursions for permission to operate on RWT. The APD presented the evidence supplied that [Redacted under FOI 23(1)] had acquired Discount Excursions and paid all of the creditors and refunded customers who had pre-purchased tours prior to the pandemic. Members unanimously voted to rescind the lease with [Redacted under FOI 23(1)] and issue a lease to [Redacted under FOI 23(1)] in its place on the same terms and conditions.

b) Loss of Tower Building Site for Parking – The APD informed Members that he had written to the Chief Officer, Mr. Stran Bodden and requested consideration and alternatives. The Chief Officer advised that he had spoken with the Minister and that they were looking at reserving sufficient parking spaces in the park for use by the Royal Watler Terminal tenants.

6. New Business

a) Tour of CDC and CDC Phase 2 Update

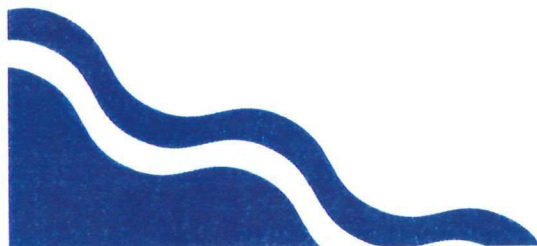
The APD and Deputy Director of Operations provided Members with a tour of CDC to view the practically completed CDC Phase 2 project. The project involved expanding the container storage facility to essentially double the number of containers that could be stored, installation of a rack to power 72 refrigerated containers, nearly three times the previous amount, repairing the damaged asphalt pavement, raising and repaving the area north of the Cargo Distribution Centre, repairing and repaving the truck entrance to CDC, paving the yard area to the west of the mechanic shop and on the sides of the RTG pads, installing an electricity and data ring around the container storage area, installing a concrete surface at the container discharge bays at the warehouse.

b) APD Report

The APD provided a report on the cargo and financial activity for January 2021 and the trend for February 2021. He also provided the departmental reports for January 2021.

c) Safety Report

The APD tabled the Safety Report for January 2021.





CAYMAN PORT

d) Revised ISA 260 Report

The APD reviewed the revised ISA 260 Report with Members. While some of the initial findings had been removed, and justifiable so, the remaining ones, even with some amending, did not present a true, fair, accurate or unbiased account of what had transpired or what was being claimed in the findings.

Members requested the APD to arrange another meeting with the Auditor General to discuss.

e) HR Employee Manual Revision

The APD pointed out that PACI was never in a position to conduct Job Evaluations. When the HR Manual was written it had been anticipated that PACI would have been in a position to carry out Job Evaluations by the time it came into effect in Sept 2019, but that never became a reality. PACI had paid for the HR Manager and a team of staff to be trained, but they never gained the competency to do so. Thus the HR Manager could never ever conduct a Job Evaluation and she never sent it to POCs to do either. In addition to that, a Job Evaluation is done to determine what grade on a salary scale is suited to that job. PACI does not have an approved salary scale, as the Board had deferred acceptance of the one based on the Government's Salary Scale that the APD had proposed. The two go hand in hand. Bearing in mind the Auditor General's findings and comments in her cover letter, the APD advised that PACI would remain in breach as it moved to fill positions that it needed to fill in order to carry out its functions and to avoid remaining in breach of the policy, was asking for the section (section 6) of the HR Employee Manual relating to Job Evaluations to be rescinded until such time as the Manual could be revised and updated.

Member Jacqueline Scott objected to the rescinding of the section relating to Job Evaluations from the HR Manual until it could be revised. The APD asked that it be acknowledged by the Board that PACI would remain non compliant with the policy as it recruited the staff that it needed to recruit this year and would remain in breach of the policy until such time as the policy is corrected. The Board agreed to the acknowledgment.

7. Other Business

a) Request from Brac Daycare Centre

The APD presented a request from the Brac Daycare Centre for a waiver of port fees for some school playground equipment that the PTA had acquired in Grand Cayman and was shipping over to them in Cayman Brac.

Members unanimously approved the request to waive the fees.

b) APD Vacation

The APD informed Members of his scheduled vacation time in April.



CAYMAN PORT

There being no further business, the meeting concluded and was adjourned at 3:35pm on February 25, 2021. The date of the next scheduled meeting is March 25, 2021 in Grand Cayman.

Mr. Kearney Gomez – Chairman

Mr. Joseph Woods – Recording Secretary

