



**MINUTES OF CAYMAN ISLANDS AIRPORTS AUTHORITY (CIAA) BOARD MEETING  
HELD AT BOARDROOM, ORIA, ON 26 MARCH 2026**

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**BOARD MEMBERS**

**Present:**

Chairman: Mr. Olson Anderson  
Deputy Chairman: Mr. Alfred Thompson, Jr.  
Director: Ms. Jennie Pacheco  
Director: Ms. Lesli Tathum  
Director: Mr. Bruce Smith  
Deputy Chief Officer: Mrs. Andrea Fa’amoe

**Apologies:**

Director: Mr. Marcus Cumber  
Director: Mr. Donnie Dixon  
Chief Officer: Mr. Eric Bush

**Others Present**

CEO/Secretary: Mr. Albert Anderson  
Recording Secretary: Mrs. Carlene Logan

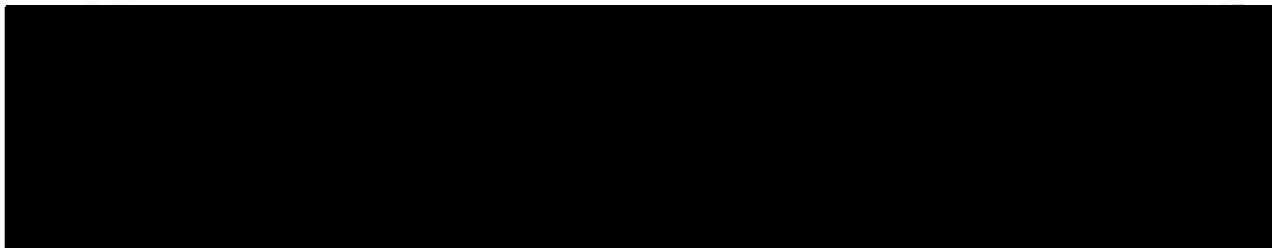
**1. WELCOME & OPENING REMARKS**

1.1. The Chairman called the meeting to order at 2:44 p.m. and welcomed everyone.

**2. CIG AUDITORS’ DISCUSSIONS WITH BOARD**

2.1. This meeting took place with the auditors and the board only prior to any other items of business.

**3.**



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*DCO, Mrs. Andrea Fa’amoe left the meeting at 4 p.m.*

**4. REVIEW & CONFIRMATION OF MINUTES**

4.1. Minutes of 26 February were approved.

**5. MATTERS ARISING FROM MINUTES OF LAST MEETING**

**5.1. Pension & Health Contributions for Staff** – a handout of information on this item of business will be distributed at the end of this meeting for review prior to discussion at board meeting in April.

**5.2.** [REDACTED]

**5.3.** [REDACTED]

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**5.4. Airports Rebrand** – not yet ready for discussion.

**5.5. [REDACTED] Land Issue:** Survey of the property remains with Lands and Survey; however, Land Registry has advised before they will complete the subdivision the Authority must carry out a clean-up exercise to remove all expired leases, some dating back to 1986. Currently no timeframe on completion of this exercise. CO Hydes has given the CEO the undertaking to investigate this matter to see how this exercise can be done in a timelier manner. Meanwhile, [REDACTED] has access rights from the Authority.

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**5.6. Parking System Failures** – the project to replace the parking system is ongoing with completion expected Q4 2026.

**5.7. CBC Airport Warehouse Expansion** – CEO recommended the Board approve the expansion, conditional on final plans approved by CEO, CIAA. Once those plans are approved, approval by way of a Resolution can be signed. As of today’s date, the Authority is not in receipt of said plans.

**5.8. AC System, 2<sup>nd</sup> Floor ORIA** – this project is progressing. Building Control Unit has requested changes.

**5.9. CDS Porters not adhering to dress code** – all companies have received written communication advising only porters who are not customer facing may wear balaclavas as part of their uniforms and these must be CIAA branded.

**6. FINANCIAL REPORT – CFO, MRS. KAREN BAPTISTE**

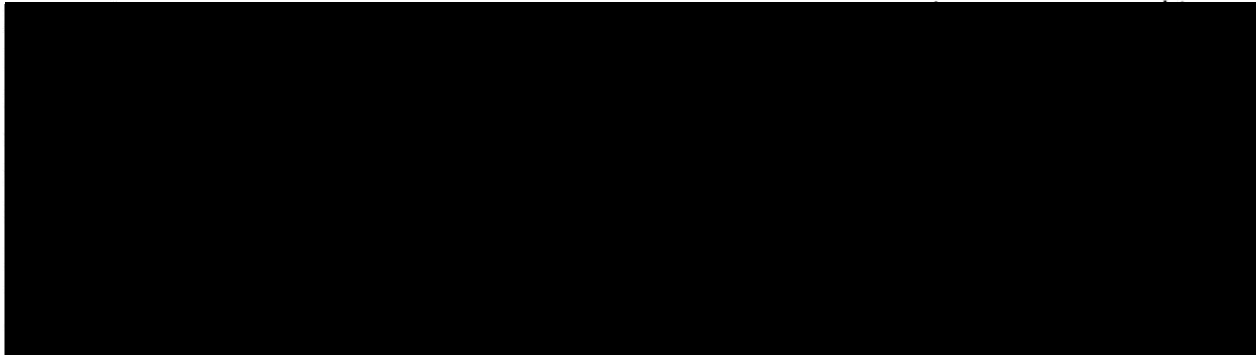
- Total Revenue YTD in February 2026 was \$11.4M compared to \$10.1M in 2025. This is a 13% or \$1.3M increase in revenue.
- Aeronautical revenue exceeded February 2025 by 14% and Non-Aeronautical revenue increased by 8%.
- Total Expenses at the end of February 2026 were \$6.9M which is 9% or \$547K exceeding February 2025 expenses.
- Note: 2026 YTD PFC and ADF are up by 14% or \$460K

CFO advised the auditors met with her following their early afternoon meeting with the Board. Their timeline and plans for the Authority to be up to date on the backlog of audits were shared. The Board earlier in its meeting with the auditors agreed to sign the plans and recommended timeline for having the Authority caught up on its backlog of audits by 2027, once the CFO agreed to same.

The Board gave the CEO authority to authorize any resources viz. overtime, temporary staff, and any tools the CFO may require in meeting this expected timeline of two years to clear the backlog of audits.

The CFO advised that communication had been sent to United Airlines requesting future payments to the Authority be made via electronic transfers. No response yet from United.

**7. CEO's Update – CEO, MR. ALBERT ANDERSON**



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**8. AOB**

- **Pension, Health Contributions, Retiree Health Insurance Coverage** - noted in 5.1 above.
- **Governance Training** – CEO advised of being approached by [REDACTED] to carry out this training at ORIA for the Board. The Board requested the CEO to receive the cost of the training, amount of time needed, as well as any other pertinent information to support a decision.
- **Policy Changes**
  - o **Uniform Policy Change** – the policy change document was presented by CHRO which includes adding other colors and types of garments that would complement existing uniforms. No new financial obligations would be created. The revised policy was approved by the Board.
  - o **Educational Assistance Policy** - this policy was also presented by the CHRO. The current policy does not outline the salary incremental progression associated with completing approved academic programs. As a result, employees lack clear expectations about how obtaining degrees, certifications, or other qualifications will impact their advancement and compensation. The revised Educational Assistance Programme does not create incremental costs to CIAA's operating or capital budgets. The revised policy was approved by the Board.
  - o **Manpower Business Case** – an increase in the existing post of AIS Supervisor is required to satisfy an audit finding. As such, a Business Case to hire an additional AIS Supervisor was presented to the Board. This was approved.

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**9. NEXT MEETING**

Next meeting is scheduled for Thursday, 30 April, 12:30 p.m.

**10. ADJOURNMENT**

The meeting adjourned at 5:10 p.m.



**W. Olson Anderson – Board Chairman**

  
**Albert Anderson - Board Secretary**