

CONFIDENTIAL



Water Authority of the Cayman Islands

Minutes of 369th Meeting held on 15 April 2026
at the Water Authority of the Cayman Islands' Headquarters,
13G Red Gate Road

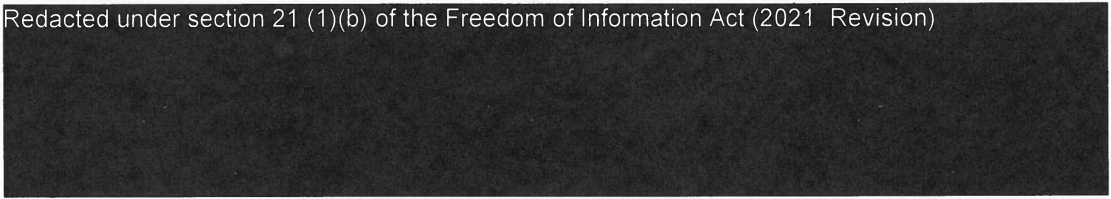
Members Present:

Chairman:	Mr D Rankine
Members:	Mrs D Ebanks Mr G Ebanks Mr M Ebanks Mrs L Ryan - <i>phone</i> Mr M Scotland Ms E Kynes - <i>virtual</i> Mr M Campbell - <i>virtual</i> Mr K Conolly
Secretary:	Dr G Frederick-van Genderen
Apologies:	Ms A Owens Mr H B Ebanks
Absent:	

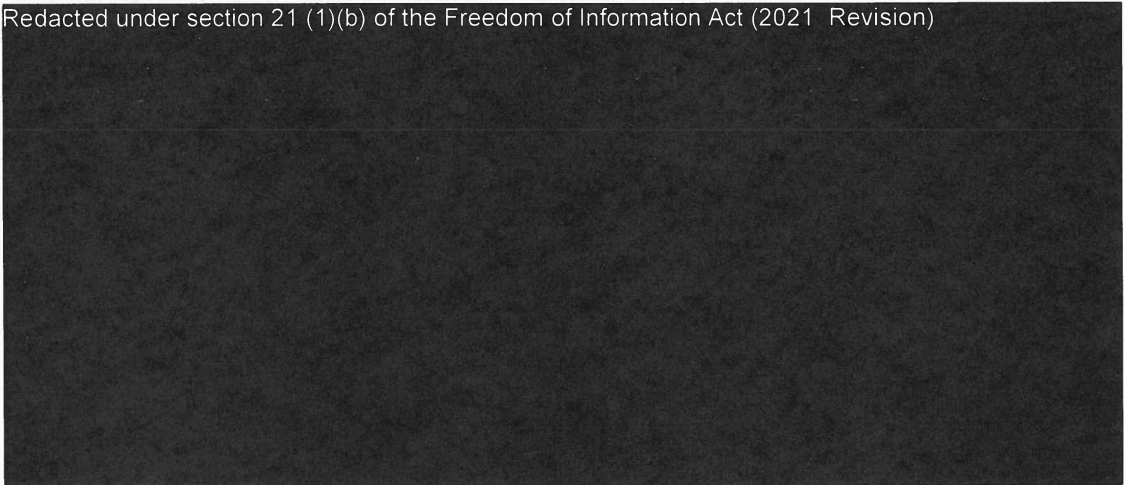
Call to Order

The Chairman welcomed all members present and then called the meeting to order at 1:41pm after ascertaining there was a quorum. He noted apologies for Ms A Owens and Mr H B Ebanks and then invited Ms E Kynes to offer the opening prayer for the meeting.

Redacted under section 21 (1)(b) of the Freedom of Information Act (2021 Revision)



Redacted under section 21 (1)(b) of the Freedom of Information Act (2021 Revision)



Confirmation of Minutes of the 368th Meeting held on 18 March 2026

The Minutes having been circulated, the Chairman asked for confirmation or amendments of the Minutes of the 368th Meeting held on 18 March 2026.

Mr G Ebanks moved the motion to accept the Minutes, Ms E Kynes seconded the motion, and the motion passed unanimously by all members present and able to vote.

Confirmation of Minutes of the Extraordinary Meeting of the Water Authority held on 20 March 2026

The Minutes having been circulated, the Chairman asked for confirmation or amendments of the Minutes of the Extraordinary Meeting of the Water Authority held on 20 March 2026.

Mr G Ebanks moved the motion to accept the Minutes, Mr K Conolly seconded the motion, and the motion passed unanimously by all members present and able to vote.

Declaration of Conflicts of Interest

No conflicts were declared.

Matters Arising from Minutes (not listed in Agenda)

None.

Matters Arising Director's Updates**a) Cayman Brac Infrastructure Upgrade & Expansion Project – Update.**

No matters raised.

Pipelaying for new Cayman Brac High School

No matters raised.

West End Water Works Pump House

No matters raised.

West End Water Works RO Plants

The Chairman queried the remediation and adjustments identified as necessary after the high saline intrusion incident at the RO Plant #1 located at the West End Water Works had been completed. The Secretary advised that the majority of issues and weaknesses identified at the plant had been addressed, and that the RO plant was operating efficiently.

Brac Bluff Water Works

No matters raised.

b) 31 December 2025 & 2024 Audit of Consolidated, Islands & Divisional Statements - Update.

31 December 2024 Audit of Consolidated, Islands & Divisional Statements

No matters raised.

Redacted under section 21 (1)(b) of the Freedom of Information Act (2021 Revision)

31 December 2025 Audit of Consolidated, Island & Divisional Statements

No matters raised.

2025 Actuary Reports

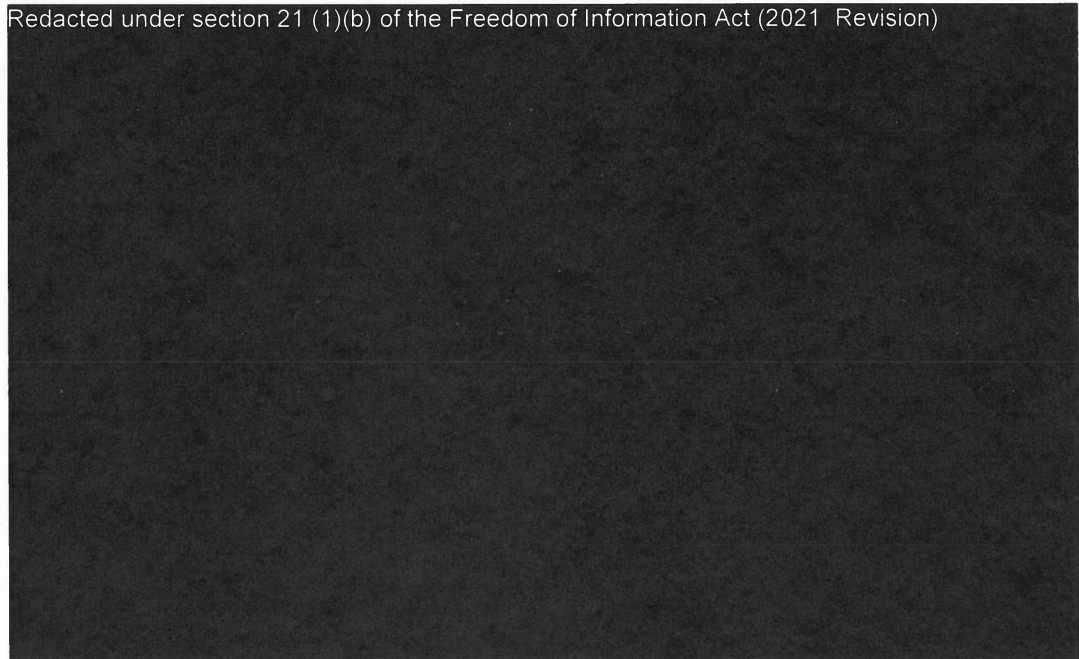
No matters raised.

2025 Annual Report

No matters raised.

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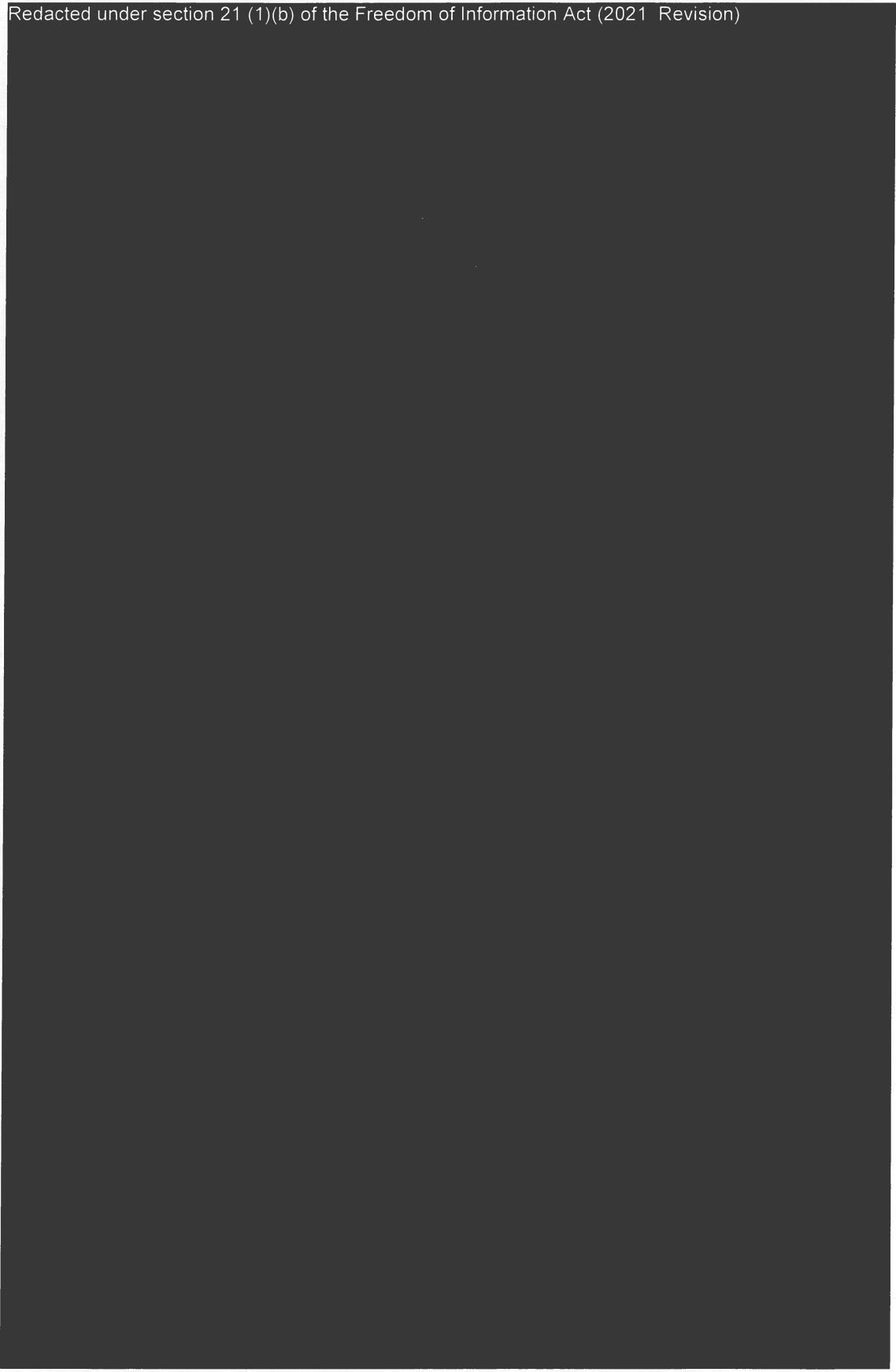
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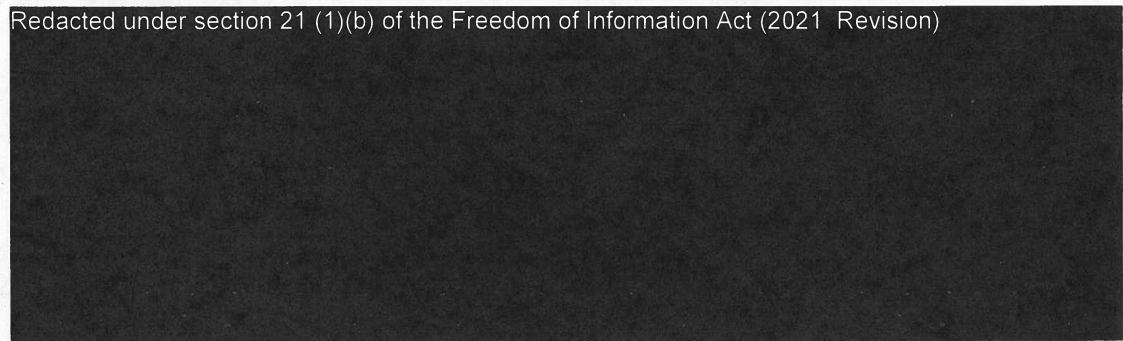
- c) **Key Performance Indicators (KPIs) - Update.**
No matters raised.

- d) Redacted under section 21 (1)(b) of the Freedom of Information Act (2021 Revision)
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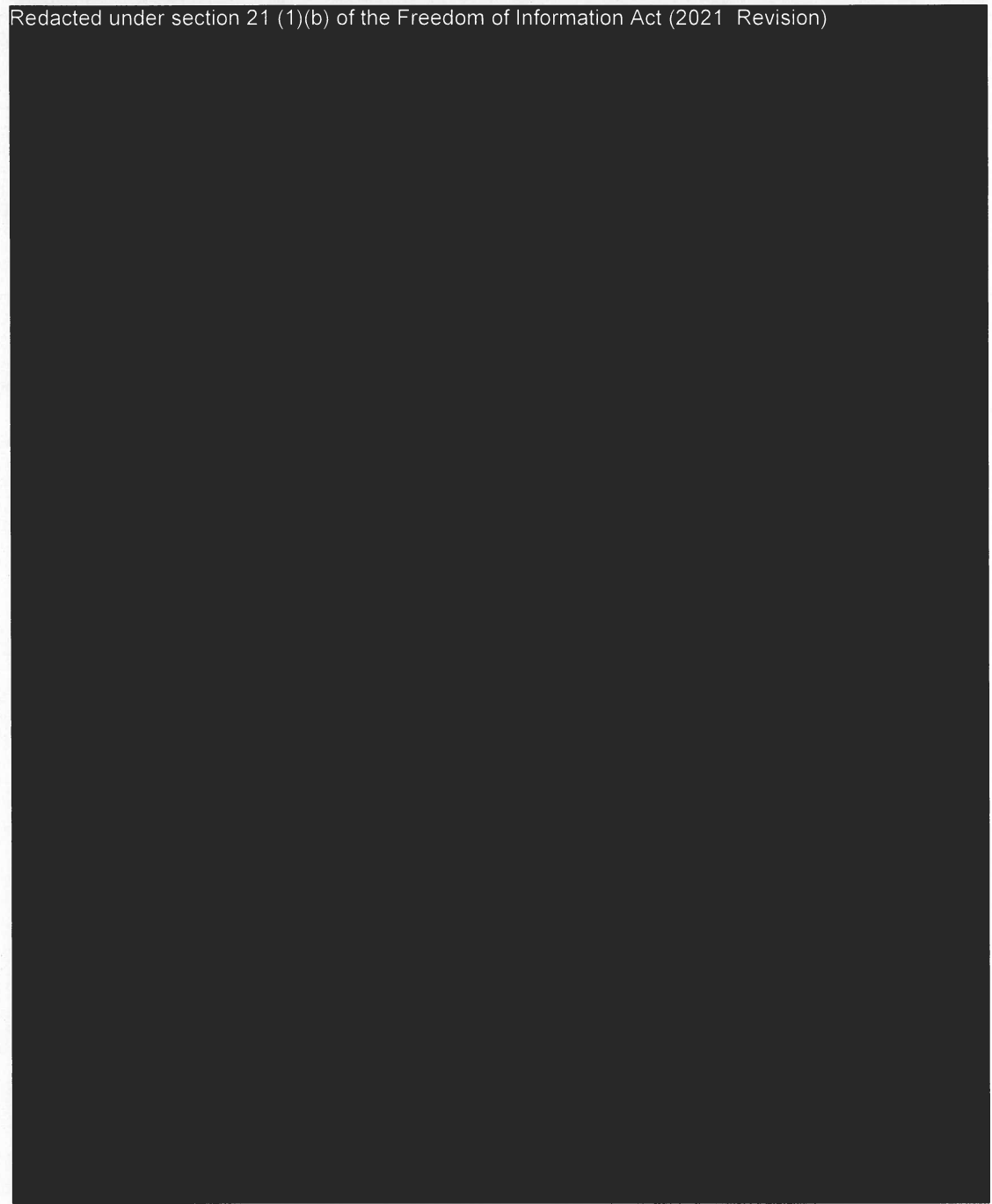


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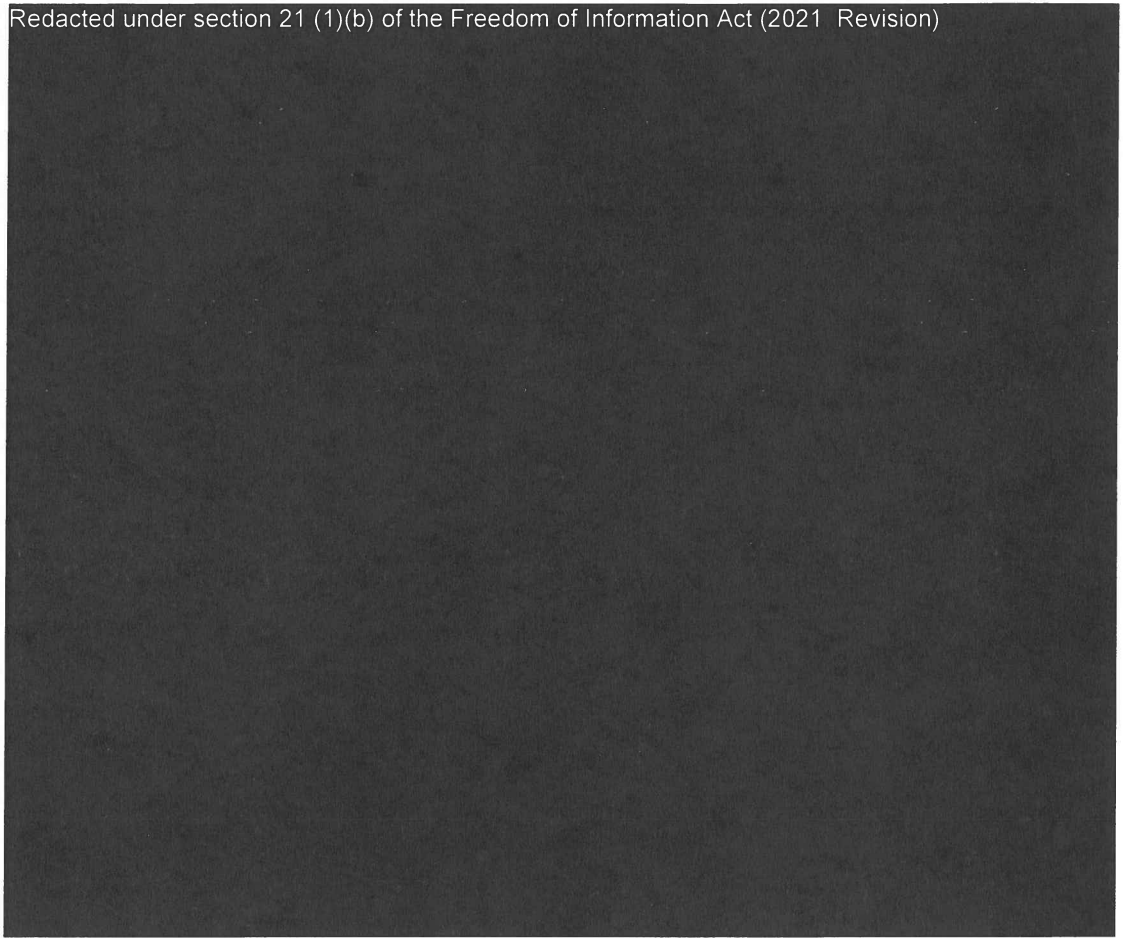


e)

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Department Updates

a) Finance

Fixed Deposits (FD)

No matters raised.

b) Engineering Services

1) Engineering

Business Cases – Projects

Advanced Metering Infrastructure (AMI) Pilot Project

No matters raised.

Addition WA Main Office Building

No matters raised.

Procurement of a Crane Truck (for Wastewater Division)

No matters raised.

Lower Valley Pipe Rack

No matters raised.

Procurement of 2 Water Trucks for Cayman Brac

No matters raised.

Procurement of 3 loader backhoes

No matters raised.

Procurement of 3 self-propelled trench compactors

No matters raised.

Maintenance contracts to be renewed

a) Security – No matters raised.

Redacted under section 21 (1)(b) of the
Freedom of Information Act (2021 Revision)

Repair of Valve Box Installations in Public Roads

No matters raised.

Mr M Scotland queried whether the new trencher to install the larger diameter pipelines (406mm, 16-inch) in the East West Arterial had been ordered. The Secretary advised that it had not yet been ordered but the business case was being prepared.

2) *New Works Division*

No matters raised.

3) *Water Distribution & Treatment Division*

No matters raised.

4) *Water Production Division*

No matters raised.

c) **Operations**

1) *Water Distribution & Treatment Division*

No matters raised.

2) *Wastewater Collection & Treatment Division*

No matters raised.

3) *Operations-Cayman Brac Division*

No matters raised.

4) *Control Systems Audit*

No matters raised.

d) Customer Service*Projects*

No matters raised.

Promotions

No matters raised.

GCM - Illegal Connections

No matters raised.

FOI updates

No matters raised.

e) Human Resources*Recruitment & Staffing*

No matters raised.

Learning & Development

- *Operator Certification Exams*

No matters raised.

- *Training & Development – Short Workshops*

No matters raised.

- *Overseas Conference/Workshop*

No matters raised.

- *Scholarship Programme No matters raised.*

No matters raised.

- *Scholarship Programme*

The members agreed for Mrs D Ebanks to be the Board representative on the Scholarship Interview Panel for the review and assessment of the shortlisted 2026 scholarship applications.

- *Summer Internship Programme*

No matters raised.

- *Career Fairs/Education Expos*

No matters raised.

HR Management System

No matters raised.

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Pension Information Sessions

No matters raised.

Annual Performance Evaluations

No matters raised.

Staff Engagement/Social Activities

No matters raised.

Job Evaluation – Portfolio of Civil Service

No matters raised.

f) Information Services

Cogsdale and Great Plains upgrades

No matters raised.

Vista Software

No matters raised.

Demonstration of Vista & Cogsdale Software

No matters raised.

Infosec IQ

No matters raised.

Water Authority AI

No matters raised.

Water Authority Website

No matters raised.

g) Water Resources & Quality Control

East West Arterial - Environmental Impact Assessments (EIA)

No matters raised.

Pilot Well Drilling in the Sister Islands

No matters raised.

Aggregate Advisory Committee

No matters raised.

h) Director's Office

External Risk Assessment (ERA) – Major Disruption Water Supply
No matters raised.

CaribDA Conference 2026

The Secretary reminded Board members to let her or her Executive Secretary know if they were interested in registering to attend the CaribDA conference during the period 12-14 May 2026.

Water Authority's 40th Anniversary in 2023

No matters raised.

Water Authority's 35th Anniversary of Service in Cayman Brac 2026

The Secretary reminded Board members to let her or her Executive Secretary know if they were interested in attending the first Customer Appreciation Day in Cayman Brac on 08 May 2026. The Chairman and Mrs D Ebanks indicated that they may be interested in going to the event.

Current Business**a) Management Accounts January 2026.**

The Secretary reports that the Finance Department's continued focus has been on the 2025 audit, as such members have been provided with a draft 28 February 2026 profit and loss statement.

As soon as the 2025 audit is closed the Finance Department will revert back to a full set of management accounts.

Any Other Business

Mr M Campbell left the meeting at this point due to another commitment.

a)

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b)

Redacted under section 21 (1)(b) of the Freedom of Information Act (2021 Revision)

c)

Director's Leave.

The Secretary respectfully sought members' approval for her leave off Island during the period evening of 24 April 2026 through to 06 May 2026. She also sought

approval for leave off island during the period evening of 17 June 2026 through to 18 July 2026. She will be available via email and mobile during both periods. Members noted that they had no objections to the Director's leave requests for both periods.

d) Sponsorship Assessment Subcommittee (SAS).

The Secretary noted that members had been provided with the Quarterly Report for Q1 for the SAS for their records.

Donation Requests (to be dealt with by Sponsorship Assessment Sub-committee (SAS) after Board Meeting.

1. The Anglican Church in the Cayman Islands – PIN Programme.
2. Rotary Central Cayman Islands Ltd – 20th Annual Dr Bill Hrudehy Science Fair.
3. University College of the Cayman Islands - Culturama 2026.
4. Lions Club of Tropical Gardens - 2026 Breast Cancer Awareness & Community Screening Initiatives.
5. Youth Services Unit – Youth Empowerment Symposium in Cayman Brac.
6. Computer Services – Mothers' & Fathers' Day Gift Vouchers.

Indigent Assistance Fund

None.

Any Other Business

1. WAC Quarterly Reports

There being no other business the Chairman thanked all members for attending, and the meeting was then adjourned at 4:05pm.

This is a true and accurate account of the proceedings.



The Chairman



The Secretary

Water Authority of the Cayman Islands

369th Meeting to be held at 1:30pm on Wednesday, 15 April 2026

Director's Updates/Report

- a) **Cayman Brac Infrastructure Upgrade & Expansion Project – Update.**
- During the period 02 March 2026 – 27 March 2026, the New Works Pipelaying Crew (NWPC) installed 280.4 metres (920 feet) of 100mm (4 inch) PVC pipeline, installed 5 new service connections which included the installation of a total of 25 metres (82 feet) of service pipework.
 - The weekly progress report for 02 March 2026 – 27 February 2026 is as follows:
 - Week 10 (starting 02 March): NWPC carried out maintenance on the trencher (filters cleaned and replaced). The crew capped pressure and chlorination saddles for previously installed pipeline (95B-199). The crew modified the leak detection rig to include a digital pressure logger and installed a new pressure tank. Testing was conducted on the new rig. The original pressure tank was removed (stolen) from the leak detection rig when it was stored at the Bluff site. The rig is now stored at the West End Water Works to prevent this from happening again. The team also mobilised equipment for upcoming service connections, installed 3 service connections, finalised cleaning of the Bluff compound, organised the tools trailer, and assisted with water trucking.
 - Week 11 (starting 09 March): NWPC mobilised for installation of new pipeline in 109B 115/126 for Rubis and Home Gas in Unnamed Private Right-of-Way (Rubis Terminal and Home Gas facility), repaired hydraulic hose on trencher, installed 121.9 metres (400 feet) of 100mm (4 inch) PVC pipe along the Unnamed Private Right-of-Way.
 - Week 12 (starting 16 March): NWPC installed 158.5 metres (520 feet) of 100mm (4 inch) PVC pipe along Unnamed Private Right-of-Way, including one 200 x 100mm under-pressure tapping sleeve, one 100mm gate valve, one 100 x 25mm saddle for testing, and a 100mm washout, completed pipelaying, and screened material.
 - Week 13 (starting 23 March): NWPC continued removing and screening excavated material from the Rubis job site, filled pipeline for pressure testing, and replaced blown backhoe tire. The crew uncovered valve covers recently paved over by Public Works along Watering Place, installed 2 new service connections, cleared/prepared the on-site storage location for upcoming project on Selena Drive, including taking the removed bush to the garbage dump. Rubis pipeline pressure tested again as a leak was found in the PE line reducer used for testing.

The number of outstanding requests for water connections as of 07 April 2026 in Cayman Brac are as follows:

Group	Number
No pipeline down private Road	3
Pending to cancel application	0
Waiting on customer action	14
Waiting on relocation to new road access	0
Pending WA to complete account opening	0
Waiting on WA to install	2
Total	19

Approximately 10.5% of the outstanding total of 19 is awaiting on the Water Authority to install the service.

Pipelaying for new Cayman Brac High School
No update.

West End Water Works Pump House

- During the first 3 months (January-March) of 2026 the water sales on Cayman Brac compared to the same period in 2025 were:
 - Total water sales up approximately 8.4%
 - Pipeline sales up 29.6%
 - Trucked water sales down 24.2% (*Note - January through March 2025 trucked water sales were significantly (38.1%) higher than those in January-March 2024*)

West End Water Works RO Plants

- In March 2026, the overall water production in Cayman Brac averaged 761 cubic metres per day, which equates to approximately 59% of the overall design water production capacity at West End Water Works.
 - During March 2026, the expanded RO plant (Plant #1) was operational for 31 days and when operational produced on average 719 cubic metres per day (approximately 68% of the plant's design water production capacity). During this same period the containerised plant was operational for 6 days and produced on average 214 cubic metres per day (approximately 93% of the plant's design capacity).
 - During March 2026, there were no planned plant shutdowns, but there were several short plant shutdowns when alternating between the two trains on the expanded RO plant (Plant #1) and the containerised plant. There were 3 unplanned plant shutdowns, one to accommodate a Victaulic coupling replacement on Train 1A (on 08 March 2026), a second one due to a high pre-filter pressure (on Plant #1) (on 26 March 2026), and a third one due to a power failure (on 28 March 2026).

Brac Bluff Water Works

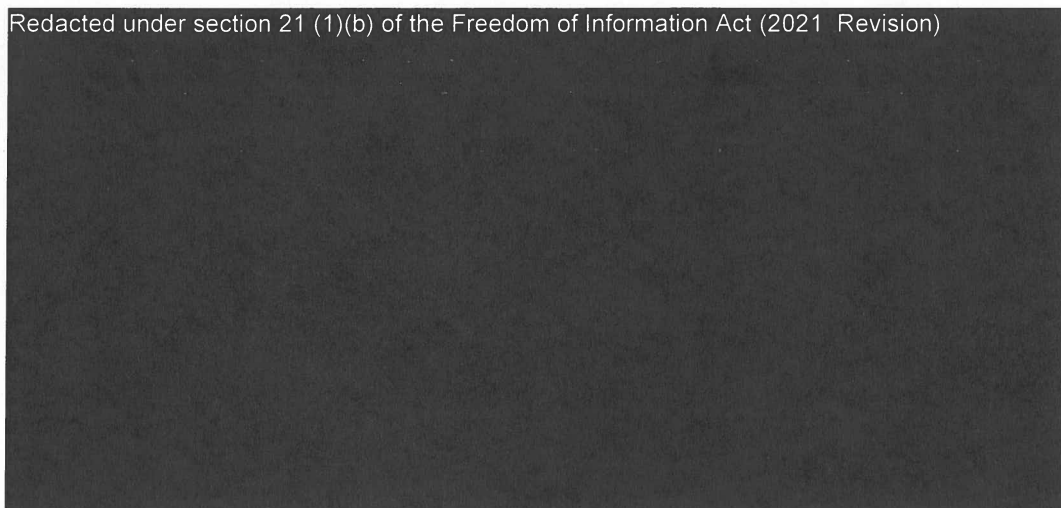
The actual core drilling portion of the Cayman Brac & Little Cayman Exploratory Drilling Contract (2025) was completed on 01 April 2026. The core drilling in Cayman Brac and Little Cayman progressed very well, and high core recovery was achieved, which is essential to the success of this contract.

b) 31 December 2025 & 2024 Audit of Consolidated, Island & Divisional Statements – Update.

31 December 2024 Audit of Consolidated, Islands & Divisional Statements

Updates to the observations in the Office of the Auditor General's (OAG) "Report to Those Charged with Governance on the 2024 Audit":

Redacted under section 21 (1)(b) of the Freedom of Information Act (2021 Revision)



31 December 2025 Audit of Consolidated, Island & Divisional Statements

The Secretary reports that the operational part of the 2025 audit is primarily complete. The file has gone through the review process, and the review notes were cleared by the Finance Department. In a meeting with Baker Tilly (BT) on 07 April 2026, they confirmed that they were going to book a time slot with the Office of the Auditor general (OAG) for the next step in file review. The Authority has provided all requested information.

The Authority is currently waiting for the 2025 Actuary reports, a process that is under the control and timing of the PSPB. The Secretary confirms that the CFO has followed up with the PSPB to get a tentative timeline of when the Authority could expect to receive the reports and learnt that the reports are expected next week (week of 13 April 2026). The CFO will continue to follow up.

Upon receipt of the Actuary reports there will be 10-12 days of work in order for the numbers to be incorporated into the Financial Statements, the notes updated and the review process by both BT and the OAG.

The Authority is unable at this stage to offer the Board any assurance that the audit will be signed off prior to 30 April 2026. This is unfortunate as the Authority's portion of the audit was completed well in advance of this deadline.

The Secretary reports that she will be off island from the evening of 24 April 2026 but will be available to coordinate a round robin decision and secure an electronic signature on the final documents upon their completion should that be necessary.

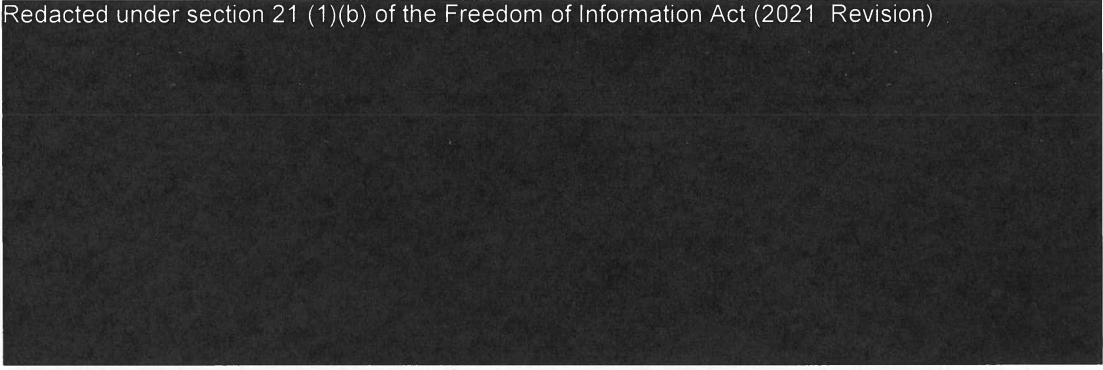
2025 Actuary Reports

No new update.

2025 Annual Report

The final draft 2025 Annual Report is expected to be available for the May 2026 Board meeting for Board approval pending completion of the 2025 audit.

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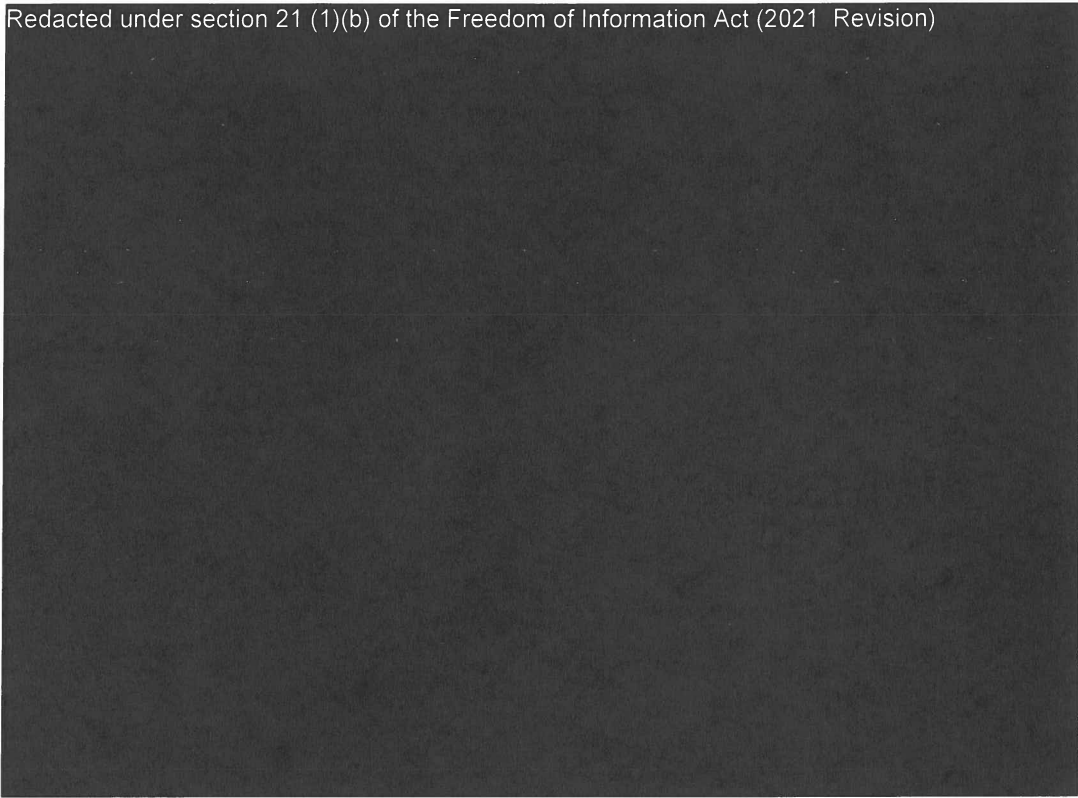


c) Key Performance Indicators (KPIs) – Update.

Copies of the February 2026 KPIs have been provided to the Board for members' review.

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e) Redacted under section 21 (1)(b) of the Freedom of Information Act (2021 Revision)



Department Updates

a) Finance

Updates under item “b)31 December 2025 & 2024 Audit of Consolidated, Island & Divisional Statements – Update” in this report.

b) Engineering Services

- 1) *Engineering*
No update.

Business Cases – Projects

Advanced Metering Infrastructure (AMI) Pilot Project

An update was provided to members on 27 March 2026 regarding progress on this project.

Addition WA Main Office Building

The RFP for the Design team has been reviewed by the Deputy Director, and the RFP is now with the Engineer responsible for this project as it will require some modifications before it can be posted on Bonfire.

Procurement of a Crane Truck (for Wastewater Division)

The crane truck arrived on island on 02 April 2026.

Lower Valley Pipe Rack

The contractor, J&R Industrial Services, has completed this contract.

Procurement of 2 Water Trucks for Cayman Brac

Nothing new to report. The equipment must be delivered to the Authority's freight forwarder in Miami, FL no later than 05 June 2026.

Procurement of 3 loader backhoes

The contract for the procurement of 3 backhoes was awarded to Massive Equipment Rental & Sales. The final Contract Amount was revised (lowered) to US\$376,051.03 (CI\$314,002.61). The equipment must be delivered no later than 31 July 2026.

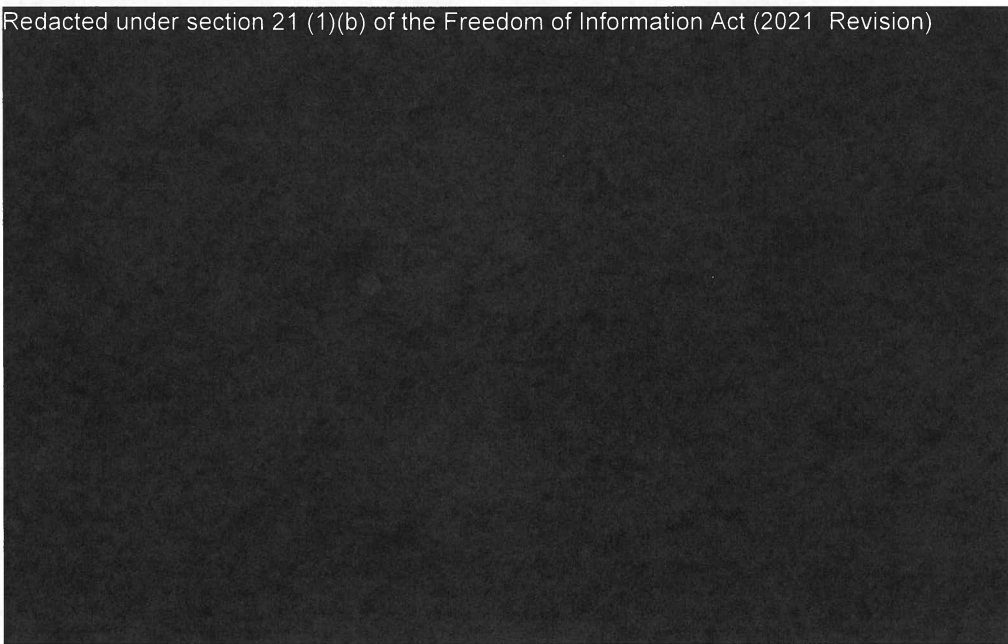
Procurement of 3 self-propelled trench compactors

The contract for the procurement of 3 trench compactors was awarded to Liftech Ltd with a Contract Amount of US\$119,700 (CI\$99,949.50). The equipment must be delivered no later than 26 June 2026.

Maintenance contracts to be renewed:

- a) Security – nothing new to report.

Redacted under section 21 (1)(b) of the Freedom of Information Act (2021 Revision)



2) *New Works Division*

- During the period March 2026, the Grand Cayman NWPC did not install any pipe but completed the installation of a total of 126 water meters for the Automatic Metering Infrastructure Pilot project under the supervision of the engineers.
- The NWPC also flushed and tied in the new 100mm (4-inch) pipeline to the existing 80mm (3-inch) pipeline within the new development at the end of East Boulevard (Windsor Park, George Town) and raised two valve covers for the washout in that development.

3) *Water Production Division*

- During the month of March 2026, the Lower Valley RO Plant produced on average 2,464 cubic metres per day, or approximately 82% of the plant's design water production capacity.
- During this same period, there were 3 planned plant shutdowns, the first to accommodate cleaning of the Train 2 membranes (on 03 March 2026), the second to accommodate cleaning of the Train 1 membranes (on 10 March 2026), and the third to accommodate a pre-filter change on the same date. There were 2 unplanned plant shutdowns, both were due to a VFD fault caused by CUC power fluctuations (on 08 and 18 March 2026).

c) **Operations**

1) *Water Distribution & Treatment Division*

- During the first 3 months of (January-March) 2026, the total water sales on Grand Cayman were approximately 2.4% less than in the same period last year.
- No relaying projects were scheduled during the month of March 2026.
- Austin Connolly Drive Subdivision, (74A-88, 98 & 176), 38 lots were completed.
- The DMA at the Frank Sound Junction remains in normal operation.
- The DMA at Agricola Drive; sensor failed on 18 March 2026. Batteries replaced on 01 April 2026 however data received on 02 April 2026 was not accurate, therefore further troubleshooting will be conducted week of 06 April 2026.
- The DMA at junction of Poindexter and the East West Arterial roundabout is operational.
- The DMA at the junction of Poindexter and Shamrock Road is operational.
- Regarding the alternative flow meter from Flow-Tronics, the vendor has provided an estimated shipping date of the last week in April 2026.

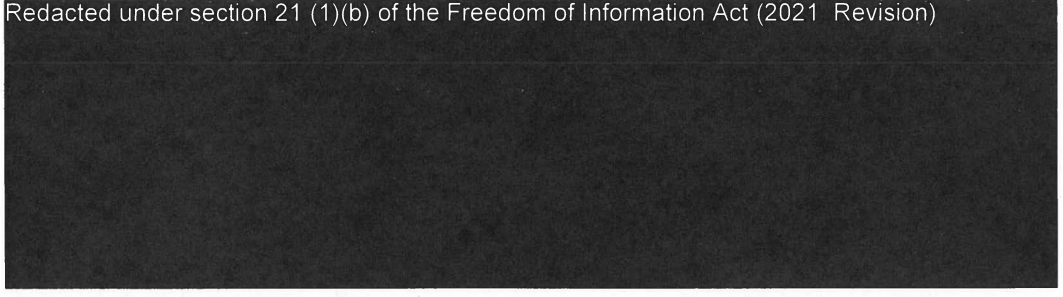
2) *Wastewater Collection & Treatment Division*

- In March 2026, the design hydraulic capacity of the wastewater treatment plant (2.5 mgd) was not exceeded on any day. The average daily wastewater inflow from West Bay Road during this same period was 1.96 mgd (or nearly 78% of the design treatment capacity). This is approximately 12.0% more than the average influent measurement during the same month in the previous year (1.75mgd).
- SBR Blower #3 Shaft seal and bearing failed. The new blower was received on 12 December 2025. Regarding onsite technical support to oversee installation and commissioning of the new blower, the vendor advised on 23 March 2026 that the

technician will not be available until after 11 April 2026 due to scheduling constraints. They will provide a quote once the technician becomes available.

- Motor failure for SBR Blower #2 was reported. Spare motor was installed. Quote for new motor was requested and received on 31 March 2026.
- Upgrade of Control Network at the Wastewater Treatment Plant (WWTP): Nothing new to report.

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4) *Control Systems Audit*

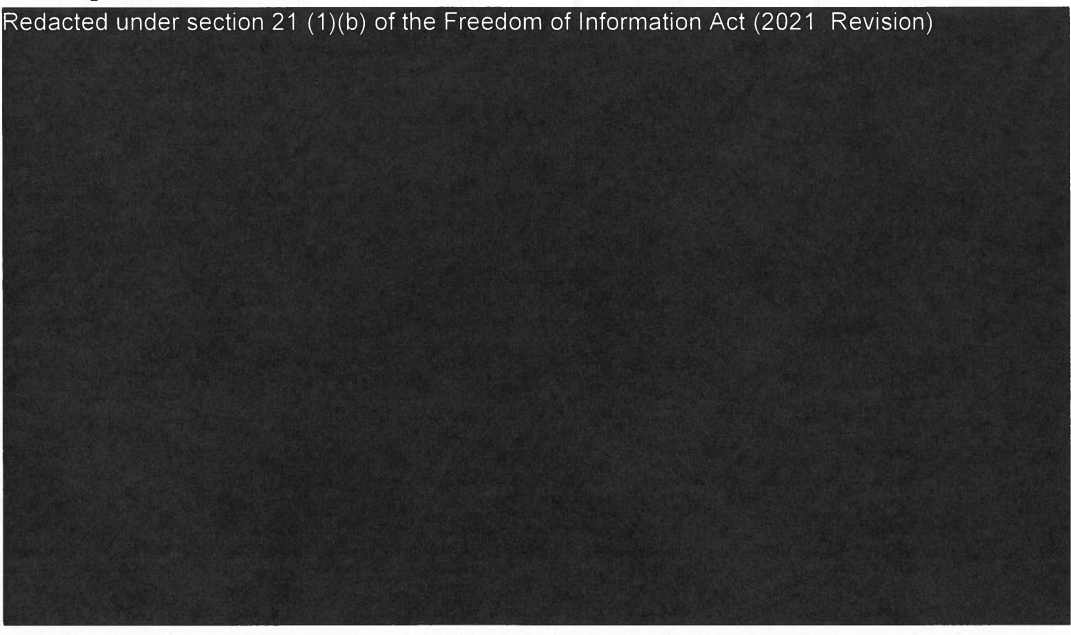
- Summary report was submitted by iiOTTec, Inc for review and feedback. Review will be conducted week of 06 April 2026.

d) **Customer Service**

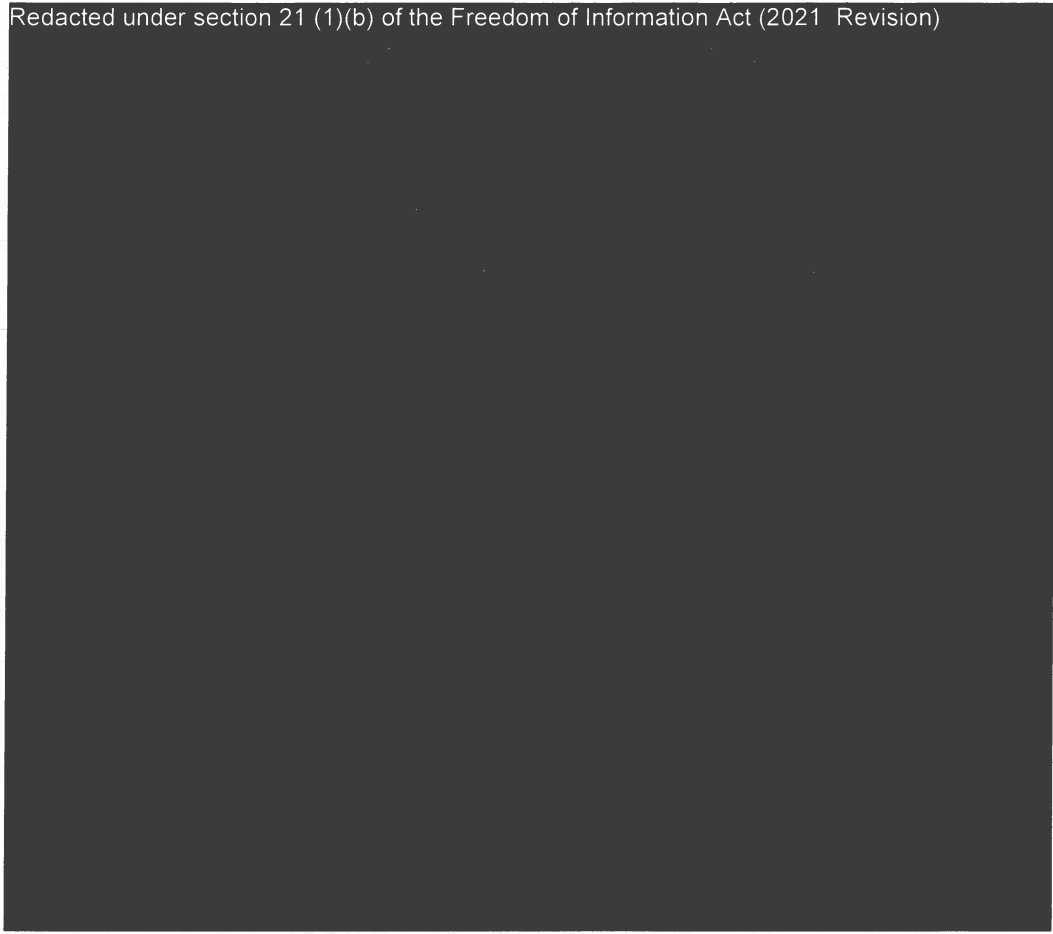
Projects

- *Cayman Brac (CYB) Paperless solution:* This project has been fully rolled out since 17 March 2026. Progress is being monitored to determine if further support is needed. The focus in the coming weeks will be to fast track the Grand Cayman implementation.

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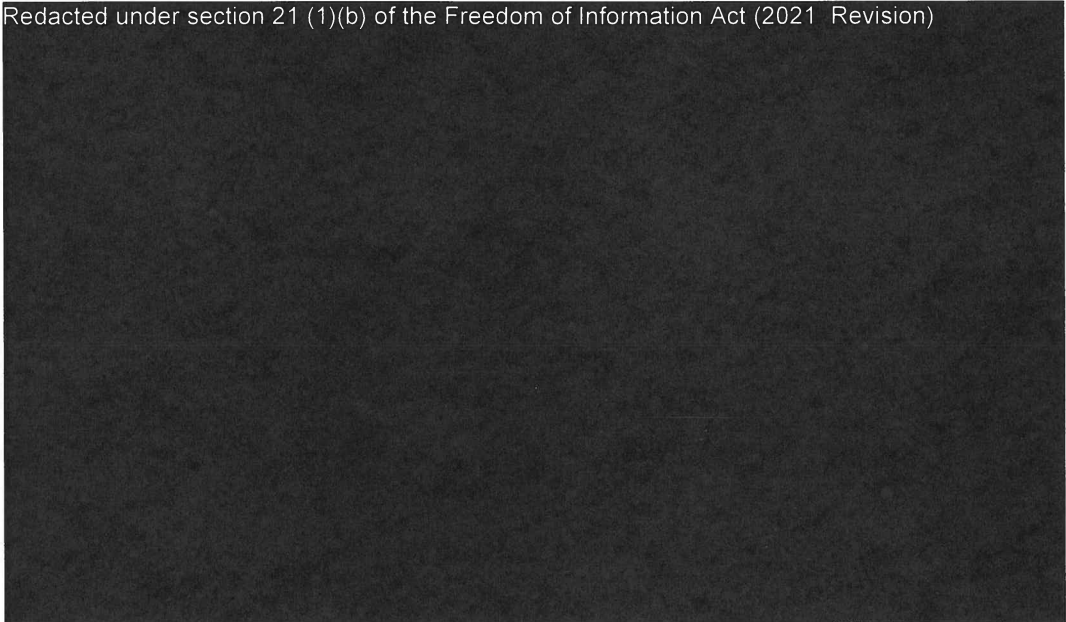


Promotions

- *AMI Pilot Project:* The promotion plan is now in action. Notices were sent to 50 customers for the leak detection phase of project on the 20 March 2026. There is still pending staff updates/education, possibly a social media update for customers including customer feedback which has all been positive to date. Training is scheduled for 22 and 23 April 2026.
- *Internship:* The Authority continues promoting the application period for the Summer Internship Promotion with deadline 30 April 2026.
- *ASM Planning:* The Annual Staff Meeting (ASM) was supported by Corporate Communications and held on 27 March 2026.
- *Easter Notices:* Customers were provided with holiday hours (particularly trucked water customers) for Easter. Mediums included social media, Customer Portal, Website, Lobby Messages, and Door Notices.
- *Earth Day:* Scheduled for 22 April 2026. Posts will be made on social media and lobby messaging – the content will tie into “Take Back the Tap” and why it is a better choice for the environment.

- *Afterhours Education*: Plans for a campaign to educate customers on how to use the after-hours systems is underway. Emphasis will be placed on helping customers understand it is an automated system (i.e. no person will answer), but that the messages received are monitored.
- *CUC Women In Energy Conference*: Water Authority signed on again this year as a Platinum Sponsor for CUC's 5th Annual Women in Energy Conference which will be held on 22 May 2026. Corp Comms will focus on preparing for this conference in April 2026. A Water Authority representative will participate in a panel discussion.
- *CaribDA Conference (11 – 14 May): Honour Women Month (HWM)*: Corp Comms will also focus on preparations for this conference in April 2026.

Redacted under section 21 (1)(b) of the Freedom of Information Act (2021 Revision)



e) **Human Resources**

Recruitment & Staffing

- Accounts Clerk – temp in place, recruitment process ongoing
- Onsite Wastewater Inspector – interviews held 19 March 2026, recruitment process ongoing
- Labourer – Leak Detection – candidate joined 23 March 2026
- Labourer-CYB – candidate joined 23 March 2026
- Labourer-NW – candidates joined 01 March and 23 March 2026
- Operations Manager-WW – recruitment process ongoing
- Engineer-Wastewater – recruitment process ongoing
- Hydrogeologist – recruitment process ongoing

Learning & Development

- *Operator Certification Exams*
On 18 March 2026, 4 employees out of 8 successfully completed their CAWASA/WPI/ABC Operator Certification exams.

- *Training & Development – Short Workshops*

First Aid/CPR/AED Training - The Cayman Islands Red Cross will be conducting First Aid/CPR/AED training sessions for approximately 30 employees on 09, 15, and 29 April 2026. The training will take place in the main training room at the Red Gate site from 8am – 2pm each session. Training will be organised for Brac employees at a later date, in accordance with the CIRC Cayman Brac training calendar.

Miscellaneous Short Workshops - over the next 3 months approximately 7 employees have scheduled training in person and online, in areas such as laboratory topics, Microsoft Project and Project Management, Customer Service, Records & Information Management, and HR Training Courses.

- *Overseas Conference/Workshop*

One of the Graduate Engineers attended the Young Professional Summit & Utility Management Conference in Charlotte, North Carolina, USA on 22-24 March 2026. The programme was coordinated by the Water Environment Federation (WEF) and American Water Wastewater Association (AWWA). He reported that he had a wonderful experience representing the Water Authority and shared that the networking, participation, and interactions at both conferences have provided him with added tools and opportunities that he will discuss with his department for further growth and development.

- *Scholarship Programme*

- *2026 Scholarship Applications*

When the Water Authority scholarship application process closed on 28 February 2026, 13 completed applications had been received. The members are respectfully requested to confirm whether Board member, Ms D Ebanks will be the representative for the review and assessment of the shortlisted applications.

Redacted under sections 21 (1)(b) and 23 of the Freedom of Information Act (2021 Revision)

- *Summer Internship Programme*

- The 2026 summer internship application period will be open from 15 February to 30 April 2026. The Good Grants application portal is now active.

- *Career Fairs/Education Expos*

- Water Authority participated in the University College of the Cayman Islands Career Expo on 06 March 2026, and at the Layman Scott High School Career Fair in the Brac on 20 March 2026. The receptions at each event were well received, with the Authority catering for approximately 200 and 60 students, respectively, including educators and parents.

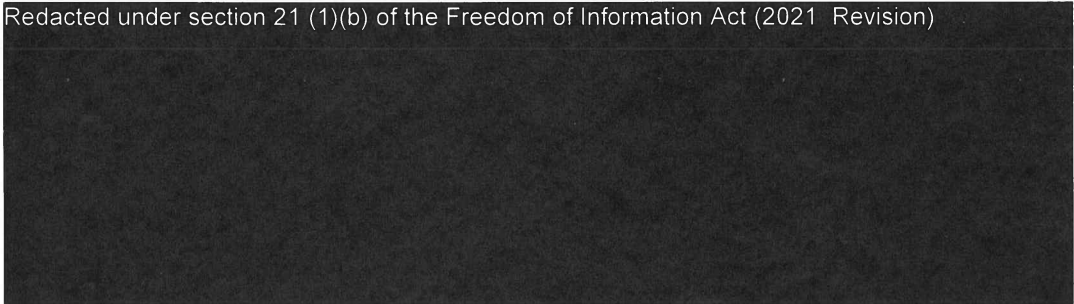
HR Management System

- *Leave Requests:* The final phase of the Employee Self-Service (ESS) rollout is the electronic leave request process. While the configuration has taken longer than

anticipated, the project is on track to be completed by the end of April 2026/early May 2026. The rollout strategy includes targeted training for HoDs and Managers first, followed by a general staff launch. A short demo was shown to staff at the ASM on 27 March 2027. A demo for the Board is planned for May 2026.

- *Phase 2 (Recruitment & Onboarding)*: Implementation took a pause in March 2026 and will resume on 15 April 2026 with weekly coordination between PDS and the Water Authority project team (HR and IS). Full rollout is anticipated for May/June 2026.

Redacted under section 21 (1)(b) of the Freedom of Information Act (2021 Revision)



Pension Information Sessions

- Following the initial Public Service Pension Board (PSPB) session in October 2025, additional presentations were scheduled for February 2026. The Chamber of Commerce presented on 13 February 2026 and as the sign up for the Silver Thatch presentation was less than 5 persons, they have provided their digital presentation which HR will make available for interested staff. CGBritCay Pension is expected to present later in April 2026.
- Remote access was/will be provided for staff in Cayman Brac.

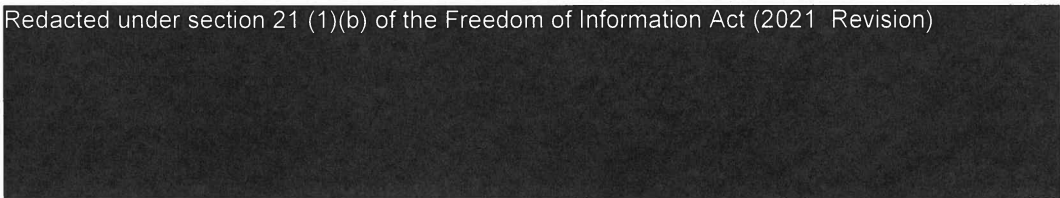
Annual Performance Evaluations

- The 2025 employee performance evaluation cycle is currently underway.

Staff Engagement/Social Activities

- *Annual Staff Meeting (ASM)*: The 2026 ASM, themed "Quenching the Quest for Quality," was a success with approximately 140 staff members in attendance, including 10 representatives from Cayman Brac. The event centred on the Authority's commitment to "Investing in Our People," providing a day of listening, learning, and active engagement. Staff participated in a team activity that was enjoyed by all, fostering a sense of unity and teamwork. This successful gathering effectively reinforced the Authority's dedication to professional development and ensuring the WAC team feels valued as they meet the needs of the community.

Redacted under section 21 (1)(b) of the Freedom of Information Act (2021 Revision)



- *Recognition*: A significant shift in the Authority's engagement strategy includes moving the annual long service awards to a quarterly recognition format. The

inaugural quarterly ceremony took place during the ASM in the presence of the full staff body, where the first group of honourees were celebrated. The next recognition event is scheduled for June 2026.

- *Employee Appreciation Day*: Water Authority employees were celebrated with a festive, carnival-style event on 06 March 2026! Staff enjoyed a variety of delicious bites and treats, including snow cones, cotton candy, popcorn, and hot dogs. The celebration continued into 09 March 2026, with the raffling of small prizes for staff to win.
- *Employee Study Abroad Programme (ESAP)*: As part of Water Authority's ongoing commitment to staff development and investing in its people, an initiative recently approved by the Water Authority Board was also announced at the ASM 2026 event. ESAP will provide employees with the exciting opportunity to study overseas while continuing to receive their salary and health insurance benefits. A copy of the amended programme has been provided for members' information.

Job Evaluation –Portfolio of Civil Service
No update.

FOI updates

No new FOI requests were received since the last report to the Board at the 368th Meeting held on 18 March 2026. However, there is an update to the report provided to the Board at the 368th Meeting.

f) Information Services

Cogsdale and Great Plains upgrades – No update.

Vista Software – IS Department continues to work with the HR Department. No issues reported thus far.

Demonstration of Vista & Cogsdale Software

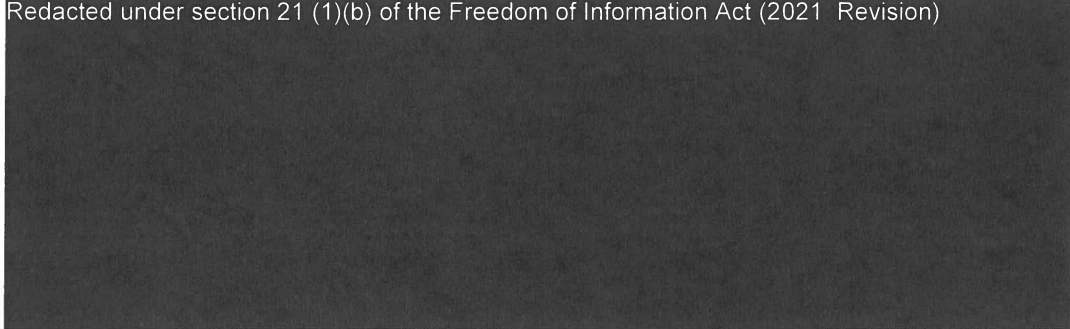
The presentations will be planned for May 2026 Board Meeting.

Infosec IQ – This avenue for training is now live and will be rolled out in conjunction with the HR Department.

Water Authority Website – The Business Case has been re-submitted to the Procurement Committee with the additional questions from the WAPC addressed.

g) Water Resources & Quality Control

Redacted under section 21 (1)(b) of the Freedom of Information Act (2021 Revision)



- On 27 March 2026 the drilling equipment was shipped from Cayman Brac to Little Cayman and the drilling of the pilot well commenced on 28 March 2026. The pilot well was completed at 342-foot depth on 30 March 2026. Like the project in Cayman Brac, the core samples from the Little Cayman well are of excellent quality and core recovery is high.
- Dr Brian Jones is in the process of preparing detailed information for the geological reports for the design of the abstraction and disposal wells for the Reverse Osmosis plants at the Cayman Brac Water Works and Little Cayman Water Works respectively. Samples from both pilot wells in Cayman Brac have been submitted to Core Laboratories in Calgary, Canada for porosity and permeability analyses. Dr Jones will also conduct various analyses on samples from the wells. On 07 April 2026 the core samples from Little Cayman arrived in Grand Cayman and the Department is working on detailed photographic records and selecting samples for porosity and permeability testing.

Aggregate Advisory Committee

- The Aggregate Advisory Committee (AAC) was formally established in 2004 when Cabinet approved the Central Planning Authority's Aggregate Policy. The AAC is a government inter-agency technical group comprised of the NRA (formerly PWD), Planning Department, Department of Environment, and the Water Authority for the purpose of advising the Central Planning Authority (CPA) and Cabinet on issues related to aggregate production and supply. The AAC does not replace advice from any other Government Agency.
- The 2004 Policy has worked well in achieving its purpose to reduce environmental and natural resource loss associated with quarry operations whilst ensuring the continuing availability of quality construction aggregate and fill material for future development at a reasonable cost. Due to continued development and increased demand for aggregate, the Policy should be updated. The AAC has not received a formal request from Cabinet or the CPA to draft and update of the Policy, but AAC members have agreed to take the initiative to do so. Over the next 6 to 9 months the AAC will work on a draft update of the Policy. The first meeting took place on 20 March 2026 with the intention of having monthly meetings.

h) Director's Office

External Risk Assessment (ERA) – Major Disruption Water Supply

On 13 February 2026, the Water Authority received feedback from the Ministry of DAHA with a request for some additional information. This will be reviewed and discussed with the Ministry during the week of 20 April 2026.

CaribDA Conference 2026

Meetings have been held internally and with CaribDA representatives to coordinate various logistics matters related to organising the conference. The Water Authority has 20 places for employees to register as part of the sponsorship. Secretary respectfully asks if any Board members are interested in attending to please let her know as soon as possible. The theme of the conference is "*The Nexus of Water, Energy, and Environment: Optimizing Desalination and Reuse for Regional Resilience*". The event will take place 12-14

May 2026 at the Grand Cayman Marriott Resort. The Water Authority will offer tours of its Laboratory and the New Red Gate RO Plant.

Water Authority's 40th Anniversary in 2023

- *Posterity/Legacy Donation*
No updates.

Water Authority's 35th Anniversary of Service in Cayman Brac 2026

Due to competing activities and events, the Customer Service event will now take place on 08 May 2026 while the Employee Event is planned for June 2026. The Student Education Day remains on the calendar for October 2026. This update will allow the committee to properly focus on the planning and successful execution of each event and ensure resources are utilised most effectively. All the promotional items for the celebrations have arrived in Cayman Brac.