

**From:** Miles Alexander <[REDACTED]>  
**To:** Ms G Maxwell <[REDACTED]>  
**Subject:** Staff discussion with Paul Hoffman  
**Date:** Tue, 06 Mar 2001 22:00:37 +0000

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Greetings

I had a lengthy conversation with Paul today regarding our contractor staff.

Technically, all staff who are not true contractors are deemed to be employees and should be subject to the same conditions, deductions and benefits as permanent staff. They should also be covered by Workman's Compensation. There should be a blanket cover applicable to any person who works on the island, either as a contractor or employee. This needs to be implemented.

However, for practical purposes regarding employment, Paul and I agreed on the following:

#### Contract Landscaping Staff

He believes that as we are nearing the end of the cart path construction (Approx. 2 months to go) after which their contracts will terminate, it is not necessary to place these staff onto the payroll. I should carry on as present but ensure that there is workman's compensation applied.

#### Temp. Housekeeping Staff

These ladies are in training and are only required to work when Cathy needs them. By definition they are deemed to be temporary and we can continue to employ them current. They work less than 3 days a week which defines their employment status.

#### Tim Cook

Paul and I feel that he should be placed onto the payroll as soon as possible. This would tie into what Mr Epstein stated during one of our conversations.

Tim cannot be described as a contractor as he works 5 days a week for us, we supply tools etc. I feel that he will be on island, doing his current job, for the fore-seeable future. He has shown a marked improvement in performance and we feel that he will be an asset for the island and yourselves.

He had indicated to you that he would like a starting salary of \$48000 PA plus the benefits that we all receive. That would put him on a scale higher than Bruce which I would not feel comfortable with. I have mentioned Bruce finishing probation and the possibility of looking into his salary - This

was one of the employment issues we discussed before Bruce came on board.

I would like to have both employees on the same scale and would like to suggest the following:

Tim Cook comes onto payroll on \$44000 per annum with no review this June  
Bruce moves from \$40000 to \$44000 effective now and with no review in June  
This would take care of increases for this year as well as post probation issues and put all parties on the same salary scale.

Please advise

Regards

Miles and Cathy

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