

CANNABIS CONTROL COMMISSION

December 4, 2024
2:00 PM

Remote via Microsoft Teams

EXECUTIVE SESSION MEETING MINUTES

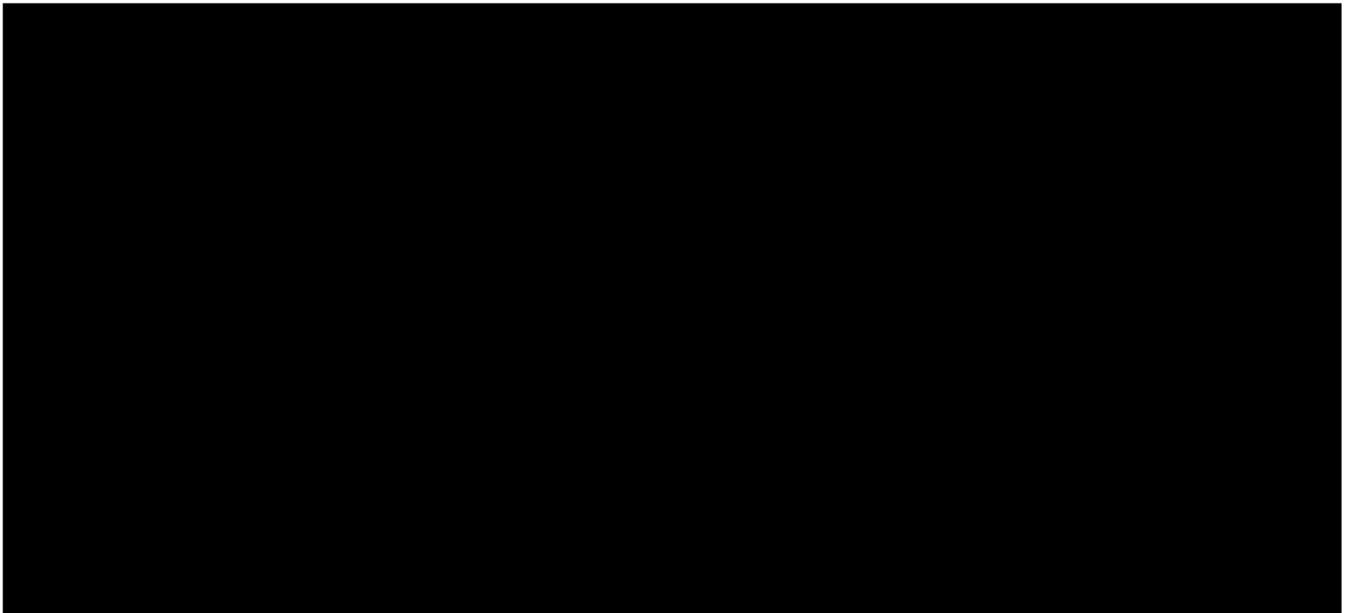
Documents

- N/A

In Attendance

- Acting Chair Bruce Stebbins
- Commissioner Nurys Z. Camargo
- Commissioner Ava Callender Concepcion
- Commissioner Kimberly Roy
- Acting Executive Director/Chief People Officer Debra Hilton Creek
- General Counsel Kajal Chattopadhyay
- Deputy General Counsel Michael Baker
- Outside Counsel Jaclyn Kugell of Morgan, Brown & Joy
- Paralegal Ivannia M. Corrales Solís

Minutes:



2) Salary Considerations for a New Executive Director

- Commissioner Concepcion shared that she recently met with Mr. Travis Ahern (Mr. Ahern) who expressed interest in the Executive Director (ED) role, but voiced concerns about public optics, particularly regarding the announcement of Mr. David Lakeman (Mr. Lakeman) declining the role and how it might affect his reputation.
- Commissioner Roy requested an opportunity to meet individually with Mr. Ahern.
- GC Chattopadhyay advised against further one-on-one meetings and cited Open Meeting Law provisions regarding serial communication.
- AED/CPO Hilton Creek clarified that Commissioner Concepcion's meeting was allowed since she did not participate in the public interviews and legal counsel had approved the meeting.
- Commissioner Concepcion emphasized that her meeting with Mr. Ahern had been scheduled prior to her parental leave.
- Commissioner Roy pointed out that circumstances had changed since Mr. Ahern's interview. She explained that Mr. Ahern now had reservations about the role, which could not be addressed fully during the initial interview.
- AED/CPO Hilton Creek explained that her discussions with Mr. Ahern were focused on gauging his interest in the position.
- AC Stebbins noted that Mr. Ahern remains interested in the ED role but is hesitant to proceed publicly without clarity on salary. He acknowledged that Mr. Ahern has a master's degree and more professional experience than Mr. Lakeman, who was offered \$195,000. He asked AED/CPO Hilton Creek whether \$205,000 was reasonable for someone with Mr. Ahern's level of experience and education.
- AED/CPO Hilton Creek confirmed that \$205,000 would be appropriate, with some flexibility up to \$212,000. She suggested that Commissioners would likely not need to go



as high as \$212,000 and recommended a range of \$205,000–\$210,000. She also noted that the number of employees overseen is a factor in determining the offer.

- AC Stebbins explained that his plan would be to schedule a public meeting once Mr. Ahern felt comfortable with the salary. He asked if anyone had further concerns about authorizing AED/CPO Hilton Creek to proceed with salary discussions within the proposed range in order to determine whether Mr. Ahern was still interested in the position. He proceeded to confirm the range of \$205,000–\$210,000 and instructed AED/CPO Hilton Creek to start at \$205,000 and remain flexible if Mr. Ahern countered slightly higher. He clarified that no vote would be taken, and the discussion was solely to provide AED/CPO Hilton Creek with direction.

3) Adjournment

- Commissioner Camargo moved to adjourn.
- Commissioner Concepcion seconded the motion.
- The Acting Chair took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - Acting Chair Stebbins – Yes
- The Commission unanimously approved the motion to adjourn.

