

CANNABIS CONTROL COMMISSION

December 18, 2024
2:00 PM

Remote via [Microsoft Teams Live*](#)

PUBLIC MEETING MINUTES

Documents:

- N/A

In Attendance:

- Commissioner Nurys Z. Camargo
- Commissioner Ava Callender Concepcion
- Commissioner Kimberly Roy
- Acting Chair Bruce Stebbins

Minutes:

1) Call to Order

- The Acting Chair (AC) recognized a quorum and called the meeting to order.
- The AC gave notice that the meeting is being recorded.
- The AC gave an overview of the agenda.

2) Commission Discussion and Votes – 00:01:10

1. Executive Director Search Update and Candidate Discussion

- The AC summarized the history of the Executive Director (ED) search and stated that this matter was before the Commission due to David Lakeman withdrawing his candidacy after the October 28th Public Meeting. He proposed that the Commission consider extending an offer to Travis Ahern, another candidate that Commissioners had indicated support for during the public interview. Commissioner Roy asked the AC to read a statement provided by Mr. Lakeman regarding why he had declined the position and Acting Executive Director Debra Hilton-Creek (AED Hilton-Creek) recommended reaching out to him before releasing the statement. Commissioner Roy asked if the ED Search Subcommittee had considered reaching out to other candidates who had not participated in the public interview and the AC confirmed they had not. Commissioner Camargo suggested that if Mr. Ahern was not interested, that the Commission restart the ED search process and Commissioner Roy concurred. The



AC explained that he wanted to be careful to not confuse the intent of the motion, but he was happy to consider them separately. Commissioners discussed and worked on potential motion language. Commissioner Roy asked for the motion language to indicate that Commissioners would receive regular updates as well as the salary range of the position.

- Commissioners agreed to take a brief recess. (Returned at 00:59:05.)
- AED Hilton-Creek stated that the salary range which had been posted for the ED position was \$156,000-\$187,000 with a cap of \$217,000 for candidates who far exceeded expectations. Commissioner Roy requested updates if the requested salary exceeded \$187,000 and throughout the negotiation process.
- Commissioner Camargo moved to direct the AC and Chief People Officer (CPO) to engage in salary negotiations with Travis Ahern for the position of ED, agree on a starting date, complete a background check and to take all actions necessary to effectuate this motion and provide timely updates to the Commission throughout the process in compliance with Open Meeting Law (OML).
- Commissioner Concepcion seconded the motion.
- The AC took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - AC Stebbins – Yes
- The Commission unanimously approved the motion.
- Commissioner Camargo moved that, in the event that Mr. Ahern does not accept the offer for the position of ED, the Commission shall reconvene in short order to discuss and decide on next steps in the ED hiring process.
- Commissioner Roy seconded the motion.
- The AC took a roll call vote:
 - Commissioner Camargo – Yes
 - Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - AC Stebbins – Yes
- The Commission unanimously approved the motion.
- Commissioners and AED Hilton-Creek thanked staff for their work during 2024 and wished everyone a happy holiday season.

3) Adjournment – 01:25:37

- Commissioner Camargo moved to adjourn.
- Commissioner Concepcion seconded the motion.
- The AC took a roll call vote:
 - Commissioner Camargo – Yes



- Commissioner Concepcion – Yes
 - Commissioner Roy – Yes
 - AC Stebbins – Yes
- The Commission unanimously approved the motion to adjourn.

