

**Proposed Director of Excise and License Salary Adjustment**

- By Charter, certain appointed officers listed in the Charter must have their salaries set by ordinance with a pay range determined by the CSA Board. The salary of the Executive Director of Excise and License is included in this category.
- In early November, 2016, Ashley Kilroy was appointed Executive Director of Excise and Licenses. With that appointment the Office of Marijuana Policy, staff and functions, was merged with Excise and License.
- Merging the marijuana policy team with Excise and Licenses provides efficiency as the two entities work closely together and an added cost savings as there will not be a separate marijuana policy office with appointed leadership.
- The Office of Human Resources reviewed the classification and pay range as requested. Based on internal equity and relationship with other appointees OHR recommends the use of a lateral relationship based on the merging of responsibilities, duties and functions. The recommendation is to change the classification from 816-A to 819-A. This classification is comparable to the leadership position at Arts and Venues and several deputy directors in other agencies.
- The proposed salary for Executive Director, Excise and Licenses is \$142,000, effective January 1<sup>st</sup> 2017.

**PROPOSED CHANGE**

Current Salary	Proposed Pay Grade	Range Minimum	Range Maximum	Proposed Pay
\$107,932	819-A	\$107,445	\$171,912	\$142,000