

State of New Mexico

OFFICE OF FAMILY REPRESENTATION AND ADVOCACY

MICHELLE LUJAN GRISHAM
GOVERNOR



BETH GILLIA
EXECUTIVE DIRECTOR

FARRA FONG
DEPUTY DIRECTOR FOR PROGRAMS

LISA FITTING
DEPUTY DIRECTOR FOR OPERATIONS

June 30, 2025 OFRA COMMISSION SPECIAL MEETING MINUTES
APPROVED August 25, 2025

Members in Attendance

Chair Monica Zamora, Retired Judge, Court of Appeals
Vice-Chair John Davis, Retired Judge, 13th Judicial District
Tim Flynn-O'Brien, Retired Civil Rights and Tort Attorney
Beth Gillia, Executive Director
Elena Giacci, Trainer and Advocate
Monica R. Corica, Civil Legal Services Attorney
Alison Pauk, CCIC Director, NM Administrative Office of the Courts
Senator Linda Lopez, NM State Senate, District 11
Mary Nienow, Director and Associate Professor School of Social Work, NMSU
Pamela Pierce, CEO, Silver Bullet Productions

Members Absent

Representative Pamela Herndon, NM House of Representative, District 18
Bernie Lopez, Parent Advocate
Joanna DeLaney, Youth Member
Abbigale Martinez, Youth Member

- I. Call to Order/Welcome.** Chair Zamora called the meeting to order at 3:02pm.
- II. Adoption of the Amended Agenda.** Commissioner Pierce moved to approve the agenda, and Commissioner Senator Lopez seconded the motion. The agenda was approved.
- III. Salary Increase for Executive Director.** Director Gillia requested approval of a 2.5% increase to the Executive Director's salary (from \$76.11 to \$78.01 per hour) in order to avoid salary compression that has resulted from pay equity adjustments.

These equity adjustments were undertaken after an organization-wide salary analysis revealed minor equity issues among the Family Peer Support Navigators and among staff attorneys, as well as a significant pay equity issue impacting the Legal Services Division Director. Once that inequity was addressed, the salaries of positions above the Division

Director level needed to be increased to maintain a 5% differential between positions and thereby limit salary compression problems.

Commissioners appreciated that OFRA is closely monitoring equity issues across the entire staff. Questions were asked and answered about OFRA's organization/hierarchy, how the inequities and salary compression occurred, and the effective date of the proposed increase.

Judge Zamora asked for a Motion to approve the request for a 2.5 percent increase for the Executive Director effective June 7, 2025. Monica Corica moved, and Mary Nienow seconded the motion. The motion passed.

IV. Expression of Committee Interest. Commissioners were asked for their preferred committee assignments and were informed that the Chairperson will assign Commissioners to the committees.

- Executive Committee

Commissioner Flynn-O'Brien is interested in the Executive Committee, and Commissioner Conley also expressed interest in that committee.

- Finance Committee

Commissioner Corica is interested in the Finance Committee.

- Legislative Committee

Commissioners Corica, Linda Lopez, Nienow, and Pierce are interested in the Legislative Committee, especially in year-round communication, relationship building and messaging.

Senator Lopez commented that this committee is important for messaging about the vital role OFRA plays in the mix of children and family, and that communicating during the interim is critical.

Chair Zamora mentioned that we received the official documentation for Representative Herndon, and she would be an appropriate member of the legislative committee.

Commissioner Pauk is also interested, but has lobbying restrictions due to her position at the Administrative Office of the Courts.

During the committee discussion, Commissioner Corica asked about the status of Commissioners' terms. OFRA will compile a chart of the term start and end dates and circulate that to members.

V. Election of New Commission Chairperson

Vice-Chair Davis nominated Commissioner Flynn-O'Brien as chair, commenting on his willingness to study the issue and dedication. Vice-Chair Davis suggested that Commissioner Flynn-O'Brien "would be a great person to lead us."

Chair Zamora asked for any other nominations. No other nominations were made. Vice-Chair Davis moved to approve Commissioner Flynn-O'Brien as Chair, and Commissioners Giacci and Corica seconded the motion. No further discussion was had, no opposition. Commissioner Flynn-O'Brien, will become the new Chairperson on July 1, 2025.

VII. Adjournment of Meeting. Commissioner Pauk moved, and Commissioner Flynn-O'Brien seconded the motion to adjourn, the motion was approved. The meeting adjourned at 3:30pm.