

1 **IN THE SUPREME COURT OF THE STATE OF NEW MEXICO**

2
3 **July 15, 2020**

4
5 **NO. 20-8500-030**

6
7 **IN MATTER OF THE APPROVAL OF**
8 **A COMPENSATION INITIATIVE FOR**
9 **NEW MEXICO JUDICIAL BRANCH EMPLOYEES**
10 **FOR FISCAL YEAR 2021**

11 **ORDER**

12 WHEREAS, this matter came on for consideration by the Court upon
13 recommendation to implement a compensation increase in Fiscal Year 2021 in
14 accordance with the 2020 First Special Session reductions to General
15 Appropriations Act of 2020, and the Court having considered the recommendation
16 and being sufficiently advised, Chief Justice Michael E. Vigil, Justice Barbara J.
17 Vigil, Justice Judith K. Nakamura, Justice C. Shannon Bacon, and Justice David
18 K. Thomson concurring;

19 NOW, THEREFORE, IT IS ORDERED that all judicial entities subject to
20 the Judiciary's unified budget process shall increase the compensation of all
21 eligible employees in accordance with the following terms of this order:

- 22 1. Any eligible employee earning less than fifty thousand dollars
23 (\$50,000.00) shall receive a compensation increase of one percent (1%); and
24
25 2. All at-will judicial employees who serve as personal staff to a judge
26 or justice in one of the following job classifications shall be compensated at the
27 following hourly pay rates:

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26

- A. Appellate Paralegal (\$27.750 per hour);
- B. Bailiff (U) (\$13.700 per hour);
- C. Bailiff Security (U) (\$14.409 per hour);
- D. Certified Court Monitor (U) (\$18.499 per hour); and
- F. Trial Court Administrative Assistant (\$24.625 per hour) ;

3. Any at-will judicial employee who serves as personal staff to a judge or justice in one of the job classifications set forth in Section 2 of this order who is already compensated at or above the hourly rates set forth in Section 2 of this order shall remain at the employee’s current hourly rate of pay; and

4. For any employee who is eligible for a compensation increase under this order that would result in that employee exceeding the one hundred thirty percent (130%) compa-ratio maximum, the employee shall receive an hourly pay rate increase up to the one hundred thirty percent (130%) compa-ratio maximum and shall receive a lump-sum payment equal to that portion of the compensation increase that exceeds the compa-ratio maximum for each pay period that the employee is employed in the New Mexico Judiciary, up to a maximum of twenty-five installments and in an amount that is equal to one twenty-fifth (1/25) of the total lump-sum increase that the employee would be eligible to receive for Fiscal Year 2021; and

IT IS FURTHER ORDERED that the compensation increases authorized by this order shall be effective beginning with the first full pay period in Fiscal Year 2021, which starts on July 11, 2020.

IT IS SO ORDERED.



WITNESS, the Honorable Michael E. Vigil, Chief Justice of the Supreme Court of the State of New Mexico, and the seal of said Court this 15th day of July, 2020.

[Handwritten Signature]
 Joey D. Moya, Chief Clerk of the Supreme Court
 of the State of New Mexico