

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

2   **January 10, 2023**

3                   **NO. 23-8500-002**

4                   **IN THE MATTER OF THE APPROVAL OF**  
5                   **A COMPENSATION INITIATIVE FOR**  
6                   **NEW MEXICO JUDICIAL BRANCH**  
7                   **EMPLOYEES FOR FISCAL YEAR 2023**

8   **ORDER**

9                   WHEREAS, this matter came on for consideration upon recommendation of  
10                  the Chief Judges Council to provide guidance for the implementation of the  
11                  compensation increases authorized for New Mexico Judicial branch employees  
12                  under the Judiciary’s Workforce Investment Plan and as funded by the General  
13                  Appropriations Act of 2022, and the Court having considered the recommendation  
14                  and being sufficiently advised, Chief Justice C. Shannon Bacon, Justice Michael E.  
15                  Vigil, Justice David K. Thomson, Justice Julie J. Vargas, and Justice Briana H.  
16                  Zamora concurring;

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

- 20                  1. All non-probationary classified employees with satisfactory performance  
21                     documented by their most recent performance evaluation in Fiscal Year  
22                     2022 with a rating of “meets requirements,” “surpasses,” or “exemplary,”  
23                     and all at-will employees are eligible for compensation increases, subject  
24                     to the limitations in this order;

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  
27  
28  
29  
30  
31  
32  
33

2. All eligible employees who are below the compa-ratio targets set forth below shall receive a compensation increase sufficient to meet the following compa-ratio targets:
  - A. Any eligible employee who has served in the employee's current job classification for at least three (3) years shall be compensated at a compa-ratio of ninety percent (90%);
  - B. Any eligible employee who has served in the employee's current job classification for at least six (6) years shall be compensated at a compa-ratio of ninety-five percent (95%);
  - C. Any eligible employee who has served in the employee's current job classification for at least ten (10) years shall be compensated at a compa-ratio of one hundred percent (100%);
  - D. Any eligible employee who has served in the employee's current job classification for at least fifteen (15) years shall be compensated at a compa-ratio of one hundred five percent (105%); and
  - E. Any eligible employee who has served in the employee's current job classification for at least twenty (20) years shall be compensated at a compa-ratio of one hundred ten percent (110%);
3. All eligible non-probationary classified employees with satisfactory performance and all at-will employees who do not serve as personal staff to a judge in one of the positions set forth in Section 5 of this order shall receive a 2% increase followed by a 4% increase;
4. Employees who successfully complete their probationary period before June 30, 2023, will receive a 2% increase followed by a 4% increase the first full pay period following the successful completion of their probationary period;
5. Any employee who is not earning \$15.00 per hour after the increases will be raised to \$15.00;
6. All at-will judicial employees who serve as personal staff to a judge in one of the following job classifications shall receive a compensation increase of 2% followed by a 4% increase up to the following hourly pay

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19

- rates:
- A. SC Appellate Paralegal - \$33.853 per hour;
  - B. COA Appellate Paralegal - \$32.313 per hour;
  - C. Bailiff (U) - \$15.194 per hour;
  - D. Bailiff Security (U) - \$15.980 per hour;
  - E. Certified Court Monitor - \$20.516 per hour; and
  - F. Trial Court Administrative Assistant - \$27.309 per hour;

IT IS FURTHER ORDERED that the salary pay ranges AA, BB, CC, and DD be moved upwards 15%, and that all other salary pay ranges be moved upwards 9%; and

IT IS FURTHER ORDERED that the compensation increases authorized by this order shall be effective beginning the first full pay period in Fiscal Year 2023, which starts on July 9, 2022.

IT IS SO ORDERED.



WITNESS, the Honorable C. Shannon Bacon, Chief Justice of the Supreme Court of the State of New Mexico, and the seal of said Court this 10th day of January, 2023.

  
Elizabeth A. Garcia, Chief Clerk of the Supreme Court  
of the State of New Mexico