



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

2 **March 26, 2024**

3 **S-1-AO-2024-00014**

4 **IN THE MATTER OF THE APPROVAL OF**
5 **A RECLASSIFICATION INITIATIVE FOR**
6 **ATTORNEYS, APPELLATE TECHNICAL**
7 **LEGAL EDITORS, PARALEGALS, AND**
8 **LAW CLERKS EMPLOYED WITHIN THE**
9 **NEW MEXICO JUDICIAL BRANCH FOR**
10 **FISCAL YEAR 2024**

11 **ORDER**

12 WHEREAS, this matter came on for consideration by the Supreme Court of
13 New Mexico for the implementation of a reclassification and compensation structure
14 for attorneys, appellate technical legal editors, paralegals, and law clerks in the New
15 Mexico Judicial Branch to promote the recruitment and retention of appellate
16 attorneys, appellate technical legal editors, paralegals, and law clerks; and

17 WHEREAS, in light of the foregoing, and the Court being sufficiently
18 advised, Chief Justice C. Shannon Bacon, Justice Michael E. Vigil, Justice David K.
19 Thomson, Justice Julie J. Vargas, and Justice Briana H. Zamora concurring;

20 NOW, THEREFORE, IT IS ORDERED that all attorneys employed by either
21 the Court of Appeals or the Supreme Court (“Appellate Attorneys”) shall be
22 reclassified as either an Appellate Attorney - Assistant (At Will); Appellate Attorney
23 - Associate (At Will); Appellate Attorney - Senior (At Will); or Appellate Attorney

1 - Supervisor (At Will), with the exception of the General Counsel to the Chief Justice
2 of the Supreme Court of New Mexico, Chief Appellate Attorney of the Supreme
3 Court, Chief Appellate Attorney of the Court of Appeals, the Chief Clerk of the
4 Supreme Court of New Mexico, the Chief Clerk of the Court of Appeals, and Deputy
5 Clerks of Court of the Supreme Court and Court of Appeals;

6 IT IS FURTHER ORDERED that any Appellate Attorney, who is a classified
7 employee, may elect to be reclassified as an at-will Appellate Attorney with an
8 associated pay increase, or elect to remain a classified employee for the duration of
9 their employment with the New Mexico Judicial Branch without an associated pay
10 increase;

11 IT IS FURTHER ORDERED that all New Mexico Judicial Branch attorneys,
12 appellate technical legal editors, paralegals, and law clerks hired, provided an out-
13 of-cycle salary increase, transferred, or reclassified after the date of this order shall
14 be hired, provided an increase, transferred, or reclassified as at-will employees; and

15 IT IS FURTHER ORDERED that the compensation structure for attorneys,
16 paralegals, and law clerks in the Appellate Courts shall ensure that Supreme Court
17 Appellate Attorneys, the Chief Clerk of Court, Chief Deputy Clerk of Court, Deputy
18 Clerk of Court, General Counsel to the Chief Justice, Chief Appellate Attorney,
19 appellate technical legal editors, paralegals, and law clerks are compensated at a rate

1 of at least 5% higher than Court of Appeals' Appellate Attorneys, appellate technical
2 legal editors, paralegals, and law clerks; and, that district court and metropolitan
3 court attorneys, paralegals, and law clerks are compensated at a rate no higher than
4 85% of the lowest paid employee of the Supreme Court in the corresponding job
5 classification.

6 IT IS SO ORDERED.



7 WITNESS, the Honorable C. Shannon Bacon, Chief
8 Justice of the Supreme Court of the State of New Mexico,
9 and the seal of said Court this 26th day of March, 2024.

A handwritten signature in cursive script that reads "Elizabeth A. Garcia".

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

I CERTIFY AND ATTEST:
A true copy was served on all parties
or their counsel of record on date filed.
Elizabeth A. Garcia
Chief Clerk of the Supreme Court
of the State of New Mexico