

1 NOW, THEREFORE, IT IS ORDERED that the salary structure for the New
2 Mexico Judicial Branch shall be adjusted upward to increase the salary ranges for
3 all job classifications within the New Mexico Judicial Branch by eight percent (8%);

4 IT IS FURTHER ORDERED that all judicial entities subject to the Judiciary's
5 unified budget process shall increase the compensation of all eligible employees in
6 accordance with the following terms of this order:

- 7 1. All non-probationary classified employees with satisfactory
8 performance documented by their most recent performance evaluation
9 in Fiscal Year 2023 with a rating of "meets requirements," "surpasses,"
10 or "exemplary," and all at-will employees are eligible for compensation
11 increases, subject to the limitations in this order and provided that an
12 eligible employee's hourly rate shall not exceed the hourly rate for a
13 sitting judge or associate justice in the court that employs the eligible
14 employee;
- 15
16 2. Any eligible non-probationary classified employee or at-will employee
17 who does not serve personal staff to a judge in one of the positions set
18 forth in Section 6 of this order who is below the compa-ratio targets set
19 forth below shall receive a compensation increase sufficient to meet the
20 following compa-ratio targets (eligibility as of July 1, 2023, provided
21 in the compensation data from AOC to the judiciary entity):
 - 22 A. Any eligible employee who has served in the employee's current
23 job classification for at least three (3) years shall be compensated
24 at a compa-ratio of ninety percent (90%);
 - 25 B. Any eligible employee who has served in the employee's current
26 job classification for at least six (6) years shall be compensated
27 at a compa-ratio of at least ninety-five percent (95%);
 - 28 C. Any eligible employee who has served in the employee's current
29 job classification for at least ten (10) years shall be compensated
30 at a compa-ratio of one hundred percent (100%);
 - 31 D. Any eligible employee who has served in the employee's current
32 job classification for at least fifteen (15) years shall be

1 compensated at a compa-ratio of one hundred percent (105%);
2 and

3 E. Any eligible employee who has served in the employee's current
4 job classification for at least twenty (20) years shall be
5 compensated at a compa-ratio of one hundred percent (110%);
6

7 3. Any eligible employee who is in the Trial Court Administrative
8 Assistant (TCAA) job classification and who meets the step increase as
9 set forth below shall receive the corresponding tier movement and pay
10 rate step increase (eligibility as of July 1, 2023, provided in the
11 compensation data from AOC to the judicial entity):

12 A. Tier 1: TCAAs who have four (4) years of experience in the job
13 classification or in the New Mexico Judicial Branch will be paid
14 \$29.526 compa-ratio from the date of hire (meeting
15 the TCAA minimum job-related qualifications) until they have
16 four (4) years of experience in the job classification, or in the
17 New Mexico Judicial Branch;

18 B. Tier 2: TCAAs will be moved up to the hourly rate of \$31.895
19 compa-ratio when they have four (4) years but less than eight (8)
20 years in the TCAA job classification, and New Mexico Judicial
21 Branch experience in any job classification may substitute for up
22 to four (4) years of the TCAA experience;

23 C. Tier 3: TCAAs will be moved up to the hourly rate of \$33.517
24 compa-ratio when they have eight (8) years but less than twelve
25 (12) years in the TCAA job classification, and New Mexico
26 Judicial Branch experience in any job classification may
27 substitute for up to four (4) years of the TCAA experience; and

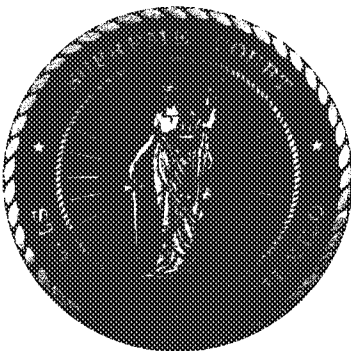
28 D. Tier 4: TCAAs will be moved up to the hourly rate of \$35.139
29 compa-ratio when they have twelve (12) or more years in
30 the TCAA job classification, and New Mexico Judicial Branch
31 experience in any job classification may substitute for up to four
32 (4) years of the TCAA experience;
33

34 4. After calculating any increases authorized in Section 2 and 3 of this
35 order, all eligible non-probationary classified employees and at-will
36 employees shall receive a compensation increase of 6% followed by an
37 additional increase of 2%;
38

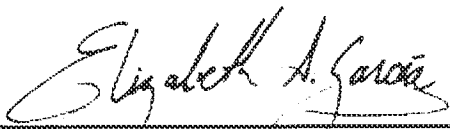
- 1 5. All probationary employees who complete their probationary period on
2 or before June 30, 2024, with satisfactory performance documented by
3 their most recent performance evaluation in Fiscal Year 2024 with a
4 rating of "meets requirements," "surpasses," or "exemplary" shall
5 receive the compensation increase authorized under Section 4 effective
6 for the first pay period following the successful completion of their
7 probationary period; and
8
- 9 6. All at-will judicial employees who serve as personal staff to a judge or
10 justice in one of the following job classifications shall receive a 6%
11 increase followed by a 2% increase, which will be implemented at the
12 following hourly pay rates:
13 A. SC Appellate Paralegal (\$36.602 per hour);
14 B. COA Appellate Paralegal (\$34.937 per hour);
15 C. Bailiff (U) (\$16.428 per hour);
16 D. Bailiff Security (U) (\$17.278 per hour);
17 E. Certified Court Monitor (U) (\$22.182 per hour); and
18 F. Trial Court Administrative Assistant: according to the schedule
19 in Section 3 of this order;
20

21 IT IS FURTHER ORDERED that the compensation increases authorized by
22 this order shall be effective beginning with the first full pay period in Fiscal Year
23 2024, which begins on July 8, 2023.

24 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 30th day of May, 2023.


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