



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

2 **June 20, 2024**

3 **S-1-AO-2024-00024**

4 **IN THE MATTER OF THE APPROVAL OF**
5 **A COMPENSATION INITIATIVE FOR**
6 **NEW MEXICO JUDICIAL BRANCH**
7 **EMPLOYEES FOR FISCAL YEAR 2025**

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 in Fiscal Year 2025 authorized for New Mexico Judicial
12 Branch employees under the Judiciary’s Workforce Investment Plan and as funded
13 by the General Appropriations Act of 2024;

14 WHEREAS, the salary structure for job classifications in the New Mexico
15 Judicial Branch should be reviewed annually and adjusted commensurate with
16 competitive markets and the Consumer Price Index (CPI) to match market activity
17 and the impact of inflation on the purchasing power of salaries; and

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

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 three percent (3%);

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 2024 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 2. Any eligible non-probationary classified employee or at-will employee
16 who does not serve personal staff to a judge in one of the positions set
17 forth in Sections 3 or 6 of this order who is below the compa-ratio
18 targets set forth below shall receive a compensation increase sufficient
19 to meet the following compa-ratio targets (eligibility as of July 1, 2024,
20 provided in the compensation data from AOC to the judiciary entity):

21 A. Any eligible employee who has served in the employee's current
22 job classification for at least three (3) years shall be compensated
23 at a compa-ratio of ninety percent (90%);

24 B. Any eligible employee who has served in the employee's current
25 job classification for at least six (6) years shall be compensated
26 at a compa-ratio of at least 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 percent (105%);
- 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 percent (110%);

3. All at-will Trial Court Administrative Assistants (TCAAs) shall receive the 3% increase, which will be implemented at the following pay rates for Fiscal Year 2025:

- A. Tier 1: TCAAs will be paid \$30.412, from the date of hire (meeting the TCAA minimum job-related qualification) until they have four (4) years of experience in the job classification and/or in the judiciary;
- B. Tier 2: TCAAs will be paid \$32.852, when they have four (4) years but less than eight (8) years in the TCAA job classification and/or in the judiciary;
- C. Tier 3: TCAAs will be paid \$34.523, when they have eight (8) but less than twelve (12) years in the TCAA job classification and/or in the judiciary;
- D. Tier 4: TCAAs in Tier 4 will be paid \$36.193; when they have twelve (12) or more years in the TCAA job classification and/or the judiciary;

The above rates reflect the Fiscal Year 2025 hourly rates effective for new hires or rehires into the TCAA job classification. Incumbents who meet the step increase as set forth above by July 6, 2024, will move up effective July 6, 2024. Employees who meet the step increase as set forth above during

1 Fiscal Year 2025, but after July 6, 2024, will move to the next corresponding
2 tier movement the first full pay period in the next fiscal year;

3 4. All at-will Law Clerks shall receive the 3% increase, which will be
4 implemented at the following pay rates for Fiscal Year 2025:

5
6 A. Supreme Court Law Clerk 1s will be paid \$40.095, until they
7 have two (2) years of experience as outlined in the job
8 description, at which time they may move up to a Supreme Court
9 Appellate Law Clerk 2, effective the first full pay period
10 following their completion of the second year;

11 B. Court of Appeals Law Clerk 1s will be paid \$38.185, until they
12 have four (4) years of experience as outlined in the job
13 description, at which time they may move up to a Court of
14 Appeals Appellate Law Clerk 2, effective the first full pay period
15 following their completion of the second year;

16 C. District Court Law Clerk 1s will be paid no more than \$34.081;

17 D. Supreme Court Appellate Law Clerk 2s will earn \$45.315, until
18 they have four (4) years of experience as outlined in the job
19 description, at which time they may move up to a Supreme Court
20 Appellate Law Clerk 3 effective the first full pay period
21 following their completion of the second year;

22 E. Court of Appeals Law Clerk 2s will earn \$43.157, until they have
23 more than four (4) years of experience as outlined in the job
24 description, at which time they may move up to a Court of
25 Appeals Appellate Law Clerk 3, effective the first full pay period
26 following their completion of the second year;

27 F. Supreme Court Law Clerk 3 will be paid \$47.330;

28 G. Court of Appeals Law Clerk 3s will be paid \$44.963;

29
30 The above rates reflect the Fiscal Year 2025 hourly rates effective for
31 new hires or rehires into a Law Clerk job classification. Incumbents who meet

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

1 the step increase as set forth above during Fiscal Year 2025, shall move to the
2 next corresponding tier movement and receive a pay rate step increase the first
3 full pay period following their eligibility date;

4 5. After calculating any increases authorized in Section 2 and 3 of
5 this order, all eligible non-probationary classified employees and at-
6 will employees shall receive a compensation increase of 3%;

7 6. All probationary employees who complete their probationary period on
8 or before June 30, 2025, with satisfactory performance documented by
9 their most recent performance evaluation in Fiscal Year 2025 with a
10 rating of "meets requirements," "surpasses," or "exemplary" shall
11 receive the compensation increase authorized under Section 4 effective
12 for the first pay period following the successful completion of their
13 probationary period;

14 7. All at-will judicial employees who serve as personal staff to a judge or
15 justice in one of the following job classifications shall receive a 3%
16 increase, which would be implemented at the following hourly pay
17 rates:


- 18 A. Bailiff (U) (\$16.921 per hour);
19 B. Bailiff Security (U) (\$17.796 per hour);
20 C. Certified Court Monitor (U) (\$22.847 per hour); and
21 D. Trial Court Administrative Assistant (see Section 3);

22 IT IS FURTHER ORDERED that the compensation increases authorized by
23 this order shall be effective beginning with the first full pay period in Fiscal Year
24 2025, which begins on July 6, 2024.

25 IT IS SO ORDERED.



26 WITNESS, the Honorable David K. Thomson, Chief
27 Justice of the Supreme Court of the State of New Mexico,
28 and the seal of said Court this 20th day of June, 2024.


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