



**New Mexico Judicial Branch
Classification & Compensation Plan
Fiscal Years 2025
Including FY 2026 & 2027 Judicial & Employee Compensation**

Salary Surveys & Assigned Alternative Pay Ranges

Salary surveys help ensure the New Mexico Judicial Branch's salary structure and pay practices compare to the competitiveness of the labor market. Market reviews of competitive pay rates for classification series within a geographic location or a specific market are completed to address critical recruitment and retention difficulties. Based upon that review the AOC Director may recommend to the Supreme Court the assignment of an Alternative Pay Range to remedy the recruitment and retention problem. As economic conditions in New Mexico have improved, the job market has also improved. Approval to extend the alternative pay ranges assigned to the job classifications was given in August 2026 extending all through June 30, 2028. The following 31 jobs have an Alternative Pay Range.

CLASSIFICATION		JOB CONTENT PAY RANGE	ALT PAY RANGE	DATE LAST SURVEYED	ALT PAY RANGE END DATE
1	AOC Government Relations Director (U)	MM	PP	Created 2026	Extended to 6/30/2028
INFORMATION SYSTEMS					
2	AOC IT Business Analyst Senior	KK	MM	Surveyed and/or ex- tended 2006, 2009, 2011, 2014, 2016, 2018 , 2020, 2022, 2024, 2026	Extended to 6/30/2028
3	AOC IT Support Manager	MM	OO		
4	AOC Software Application Development Manager	MM	OO		
5	AOC Systems and Network Manager	MM	OO		
6	Court IT Operations Manager	MM	OO		
7	Database Administrator	JJ	LL		
8	Database Administrator Senior	KK	MM		
9	IT Project Manager	KK	MM		
10	IT Project Manager Senior	LL	NN		
11	IT Specialist	II	KK		
12	IT Specialist Manager	LL	NN		
13	IT Specialist Senior	KK	MM		
14	Network Systems Administrator	II	KK		
15	Network Systems Administrator Senior	KK	MM		
16	Software Applications Developer	II	KK		
17	Software Applications Developer Senior	KK	MM		
18	Software Development Manager	LL	NN		
COURT CLINICIAN SERIES					
19	Clinical Director 1	LL	MM	Surveyed and/or ex- tended 2006, 2009, 2011, 2014, 2016, 2018 , 2020, 2022, 2024, 2026	Extended to 6/30/2028
20	Clinical Director 2 (U)	NN	OO		
21	Court Clinician 1	JJ	KK		
22	Court Clinician 2	KK	LL		
23	Court Clinical Services Coordinator	KK	LL		
24	Court Counselor	II	JJ		
25	Clinical Forensic Psychologist (U)	LL	MM		
26	Counseling Operations Manager	LL	MM		
COURT REPORTER SERIES					
27	Certified Court Reporter (Classified & U)	HH	II	Surveyed and/or ex- tended 2006, 2009, 2011, 2014, 2016, 2018 , 2020, 2022, 2024, 2026	Extended to 6/30/2028
28	Certified Real-Time Court Reporter (Classified & U)	II	JJ		
29	Court Interpreter Supervisor	JJ	KK		
30	Court Interpreter	II	JJ		
31	Managing Court Reporter	JJ	KK		