

1 longevity and the retention of historical knowledge and job skills within in the New
2 Mexico Judicial Branch’s workforce; and

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

7 NOW, THEREFORE, IT IS ORDERED that the salary structure for the New
8 Mexico Judicial Branch TCAAs shall be divided into four tiers:

9 **Tier 1:** TCAAs will be paid \$27.309 or 115.15% compa-ratio from
10 the date of hire (meeting the TCAA minimum job-related
11 qualifications) until they have 4 years of experience in the
12 job classification, or in the judiciary.

13 **Tier 2:** TCAAs will be moved up to the hourly rate of \$29.500 or
14 124.38% compa-ratio when they have 4 years but less than 8
15 years in the TCAA job classification, and judiciary
16 experience in any job classification may substitute for up to 4
17 years of the TCAA experience.

18 **Tier 3:** TCAAs will be moved up to the hourly rate of \$31.000 or
19 130.70% compa-ratio when they have 8 years but less than

1 12 years in the TCAA job classification, and judiciary
2 experience in any job classification may substitute for up to 4
3 years of the TCAA experience.

4 **Tier 4:** TCAAs will be moved up to the hourly rate of \$32.500 or
5 137.03% compa-ratio when they have 12 or more years in the
6 TCAA job classification, and judiciary experience in any job
7 classification may substitute for up to 4 years of the TCAA
8 experience.

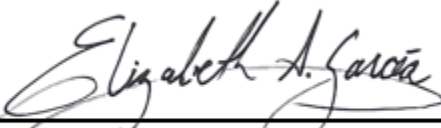
9 IT IS FURTHER ORDERED that any TCAAs who meet the above experience
10 on January 7, 2023, will be moved to their appropriate tier and hourly rate;

11 IT IS FURTHER ORDERED that the TCAA compensation initiative
12 authorized by this order shall be effective beginning January 7, 2023.

13 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 22nd day of December 2022.


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