



IN THE SUPREME COURT OF THE STATE OF NEW MEXICO

June 30, 2025

S-1-AO-2025-00010

**IN THE MATTER OF THE APPROVAL OF
A COMPENSATION INITIATIVE FOR
NEW MEXICO JUDICIAL BRANCH
EMPLOYEES FOR FISCAL YEAR 2026**

ORDER

WHEREAS, this matter came on for consideration upon recommendation of the Chief Judges Council to provide guidance for the implementation of the compensation increases in Fiscal Year 2026 as authorized for New Mexico Judicial Branch employees under the Judiciary's Workforce Investment Plan and as funded by the General Appropriations Act of 2025;

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

WHEREAS, in light of the foregoing, and the Court having considered the recommendation and being sufficiently advised, Chief Justice David K. Thomson, Justice Michael E. Vigil, Justice C. Shannon Bacon, Justice Julie J. Vargas, and 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 four percent (4%);

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 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 2025 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 as personal staff to a judge in one of the positions
18 set forth in Paragraphs 5 or 8 of this order who is below the compa-ratio
19 targets set forth below shall receive a compensation increase sufficient
20 to meet the following compa-ratio targets (eligibility as of July 1, 2025,
21 provided in the compensation data from AOC to the judiciary entity):
22
 - 23 A. Any eligible employee who has served in the employee's current
24 job classification for at least three (3) years shall be compensated
25 at a compa-ratio of ninety percent (90%);
 - 26 B. Any eligible employee who has served in the employee's current
27 job classification for at least six (6) years shall be compensated
28 at a compa-ratio of at least ninety-five percent (95%);
 - 29 C. Any eligible employee who has served in the employee's current
30 job classification for at least ten (10) years shall be compensated
31 at a compa-ratio of one hundred percent (100%);

- 1 D. Any eligible employee who has served in the employee's current
2 job classification for at least fifteen (15) years shall be
3 compensated at a compa-ratio of one hundred percent (105%);
4 E. Any eligible employee who has served in the employee's current
5 job classification for at least twenty (20) years shall be
6 compensated at a compa-ratio of one hundred percent (110%);
7
8 3. After calculating any increases authorized in Section 2 of this order, all
9 eligible non-probationary classified employees and at-will employees
10 shall receive a compensation increase of four percent (4%);
11
12 4. Any eligible non-probationary classified employee or at-will employee
13 who is below the hourly rates set forth below shall receive a
14 compensation increase as follows:
15
16 A. Employees earning below \$45,000 a year (or \$21.635/hr) will
17 receive a sixteen percent (16%) increase;
18 B. Employees earning at or above \$45,000 a year (or \$21.636/hr)
19 but under \$55,000 a year (or \$26.441/hr) will receive an 8%
20 increase;
21 C. Employees earning at or above \$55,000 a year (or \$26.442/hr)
22 but under \$65,000 (or \$31.249/hr) will receive a 4% increase;
23 D. Employees earning at or above \$65,000 a year (or \$31.250/hr)
24 but under \$75,000 a year (or \$36.058/hr) will receive a 2%
25 increase;
26
27 5. All at-will Trial Court Administrative Assistants (TCAAs) shall
28 receive the 4% increase, and the targeted increase if applicable, which
29 will be implemented at the following pay rates for Fiscal Year 2026:
30
31 A. Tier 1: TCAAs will be paid \$32.261/hr, from the date of hire
32 (meeting the TCAA minimum job-related qualification) until
33 they have four (4) years of experience in the job classification
34 and/or in the judiciary;
35 B. Tier 2: TCAAs will be paid \$34.849/hr, when they have four (4)
36 years but less than eight (8) years in the TCAA job classification
37 and judiciary experience in any job classification may substitute
38 up to 4 years of TCAA experience;

- 1 C. Tier 3: TCAAs will be paid \$36.622/hr, when they have eight
2 (8) years but less than twelve (12) years in the TCAA job
3 classification and judiciary experience in any job classification
4 may substitute up to 4 years of TCAA experience;
5 D. Tier 4: TCAAs in Tier 4 will be paid \$37.641/hr, when they
6 have twelve (12) or more years in the TCAA job classification
7 and judiciary experience in any job classification may substitute
8 up to 4 years of TCAA experience.
9

10 The above rates reflect the Fiscal Year 2026 hourly rates effective for new
11 hires or rehires into the TCAA job classification. Incumbents who meet the step
12 increase as set forth above by July 4, 2025, will move up effective July 5, 2025.
13 Employees who meet the step increase as set forth above during Fiscal Year 2026,
14 on or after July 5, 2025, will move to the next corresponding tier movement the first
15 full pay period in the next fiscal year;

- 16 6. All at-will Law Clerks shall receive the 4% increase, which will be
17 implemented at the following pay rates for Fiscal Year 2026:
18

- 19 A. Supreme Court Law Clerk 1s will be paid \$41.699/hr, until they
20 have two (2) years of experience as outlined in the job
21 description, at which time they may move up to a Supreme Court
22 Appellate Law Clerk 2, effective the first full pay period
23 following their completion of the second year;
24 B. Court of Appeals Law Clerk 1s will be paid \$39.712/hr, until
25 they have two (2) years of experience as outlined in the job
26 description, at which time they may move up to a Court of
27 Appeals Appellate Law Clerk 2, effective the first full pay period
28 following their completion of the second year;
29 C. Supreme Court Appellate Law Clerk 2s will earn \$47.128/hr,
30 until they have four (4) years of experience as outlined in the job
31 description, at which time they may move up to a Supreme Court

- 1 Appellate Law Clerk 3 effective the first full pay period
2 following their completion of the second year;
3 D. Court of Appeals Law Clerk 2s will earn \$44.883/hr, until they
4 have more than four (4) years of experience as outlined in the job
5 description, at which time they may move up to a Court of
6 Appeals Appellate Law Clerk 3, effective the first full pay period
7 following their completion of the second year;
8 E. Supreme Court Law Clerk 3 will be paid \$49.223/hr;
9 F. Court of Appeals Law Clerk 3s will be paid \$46.762/hr;
10 G. District Court Law Clerk 1s will be paid no more than \$35.444/hr.
11

12 The above rates reflect the Fiscal Year 2026 hourly rates effective for new
13 hires or rehires into a Law Clerk job classification. Incumbents who meet the step
14 increase as set forth above during Fiscal Year 2026, shall move to the next
15 corresponding tier movement and receive a pay rate step increase the first full pay
16 period following their eligibility date;

- 17 7. All probationary employees who complete their probationary period
18 on or before June 30, 2026, with satisfactory performance documented
19 by their most recent performance evaluation in Fiscal Year 2026 with a
20 rating of “meets requirements,” “surpasses,” or “exemplary” shall
21 receive the compensation increase authorized under Section 3 and 4, if
22 applicable, effective for the first pay period following the successful
23 completion of their probationary period;
24
25 8. All at-will judicial employees who serve as personal staff to a judge or
26 justice in one of the following job classifications shall receive a 4%
27 increase, which will be implemented at the following hourly pay rates:
28
29 A. Bailiff (U) (\$20.413/hr);
30 B. Bailiff Security (U) (\$21.469/hr);
31 C. Certified Court Monitor (U) (\$25.662/hr); and
32 D. Trial Court Administrative Assistant (see Section 5);
33

1 9. Hearing Officers, Domestic Relations Hearing Officers, Special
2 Commissioners, and Child Support Hearing Officers are eligible for
3 the 4% increase not to exceed the maximum of \$77.839 per hour;
4

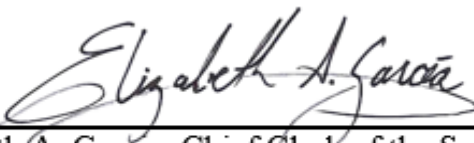
5 10. Court Executive Officer 3s shall earn no more than a Bernalillo County
6 Metropolitan Court Judge, and Court Executive Officer 2s shall earn no
7 more than 95% of a Bernalillo County Metropolitan Court Judge.
8

9 IT IS FURTHER ORDERED that the compensation increases authorized by
10 this order shall be effective beginning with the first full pay period in Fiscal Year
11 2026, which begins on July 5, 2025.

12 IT IS SO ORDERED.



WITNESS, the Honorable David K. Thomson, Chief Justice of the Supreme Court of the State of New Mexico, and the seal of said Court this 30th day of June, 2025.


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 the date filed.

Merianne Stoneback
Clerk of the Supreme Court
of the State of New Mexico