

JUDICIAL BRANCH
State of New Mexico
JOB CLASSIFICATION AND PAY SCHEDULE
Based on 2080 Hours

Effective July 4, 2026 - June 30, 2027
FISCAL YEAR 2027

Jobs are classified unless noted otherwise; at-will = (U) Range movement of 1% upwards effective July 4, 2026. Max of range increased to 160% on 1/20/2022. This schedule will be updated based on classification studies, audits or salary surveys.						HOURLY RATE			BI-WEEKLY RATE			ANNUAL SALARY RANGE		
SPEC	JOB TITLE	FLSA (typically)	FLSA Exemption (typically*)	Range	Min 80% or NM Minimum Wage	Compa Ratio of 100%	Max 160%	Min 80% (based on pay range)	Compa Ratio of 100%	Max 160%	Min 80% or NM Minimum Wage	Compa Ratio of 100%	Max 160%	
1	9010JB	Administrative Assistant 1	C		FF	\$17.863	\$22.329	\$35.726	\$1,429.04	\$1,786.32	\$2,858.08	\$37,155	\$46,444	\$74,310
2	9011JB	Administrative Assistant 2	C		GG	\$19.773	\$24.716	\$39.546	\$1,581.84	\$1,977.28	\$3,163.68	\$41,128	\$51,409	\$82,256
3	9015JB	Administrative Assistant 3	C		HH	\$22.169	\$27.711	\$44.338	\$1,773.52	\$2,216.88	\$3,547.04	\$46,112	\$57,639	\$92,223
4	9017JB	Administrative Assistant 3 - Appellate (U)	E	Admin	HH	\$22.169	\$27.711	\$44.338	\$1,773.52	\$2,216.88	\$3,547.04	\$46,112	\$57,639	\$92,223
5	9016JB	Administrative Assistant 3 (U)	C		HH	\$22.169	\$27.711	\$44.338	\$1,773.52	\$2,216.88	\$3,547.04	\$46,112	\$57,639	\$92,223
6	9018JB	Administrative Assistant 3 NMCC (U or classified)	C		HH	\$22.169	\$27.711	\$44.338	\$1,773.52	\$2,216.88	\$3,547.04	\$46,112	\$57,639	\$92,223
7	2509JB	AOC Behavioral Health Integration & Reform Administrator (At-Will)	E	Admin	NN	\$42.225	\$52.781	\$84.450	\$3,378.00	\$4,222.48	\$6,756.00	\$87,828	\$109,784	\$175,656
8	2520JB	AOC Budget Analyst	E	Admin	KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
9	8036JB	AOC Chief Communications Officer (U)	E	Exec	OO	\$46.218	\$57.772	\$92.435	\$3,697.44	\$4,621.76	\$7,394.80	\$96,133	\$120,166	\$192,265
10	2500JB	AOC Chief Financial Officer (U)	E	Exec	PP	\$51.215	\$64.019	\$102.430	\$4,097.20	\$5,121.52	\$8,194.40	\$106,527	\$133,160	\$213,054
11	9643JB	AOC Chief Information Security Officer (AOC CISO)	E	Computer	OO	\$46.218	\$57.772	\$92.435	\$3,697.44	\$4,621.76	\$7,394.80	\$96,133	\$120,166	\$192,265
12	1105JB	AOC Chief of Staff (U)	E	Admin	MM	\$39.476	\$49.345	\$78.952	\$3,158.08	\$3,947.60	\$6,316.16	\$82,110	\$102,638	\$164,220
13	9601JB	AOC Chief Technical Officer (U)	E	Exec	QQ	\$56.214	\$70.268	\$112.429	\$4,497.12	\$5,621.44	\$8,994.32	\$116,925	\$146,157	\$233,852
14	8035JB	AOC Chief Communications Officer (U)	E	Exec	OO	\$46.218	\$57.772	\$92.435	\$3,697.44	\$4,621.76	\$7,394.80	\$96,133	\$120,166	\$192,265
15	1101JB	AOC Court Education Institute (CEI) Division Director (U)	E	Professional	PP	\$51.215	\$64.019	\$102.430	\$4,097.20	\$5,121.52	\$8,194.40	\$106,527	\$133,160	\$213,054
16	1103JB	AOC Court Education Institute (CEI) Event Planner	E	Admin	JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221
17	1146JB	AOC Court Programs Division Director (U)	E	Exec	PP	\$51.215	\$64.019	\$102.430	\$4,097.20	\$5,121.52	\$8,194.40	\$106,527	\$133,160	\$213,054
18	8040JB	AOC Court Services Division Director (U)	E	Exec	PP	\$51.215	\$64.019	\$102.430	\$4,097.20	\$5,121.52	\$8,194.40	\$106,527	\$133,160	\$213,054
19	2508JB	AOC Deputy CFO (U)	E	Exec	NN	\$42.225	\$52.781	\$84.450	\$3,378.00	\$4,222.48	\$6,756.00	\$87,828	\$109,784	\$175,656
20	9605JB	AOC Deputy Chief Technical Officer (U)	E	Exec	PP	\$51.215	\$64.019	\$102.430	\$4,097.20	\$5,121.52	\$8,194.40	\$106,527	\$133,160	\$213,054
21	8041JB	AOC Deputy Court Programs Division Director (U)	E	Exec	NN	\$42.225	\$52.781	\$84.450	\$3,378.00	\$4,222.48	\$6,756.00	\$87,828	\$109,784	\$175,656
22	8030JB	AOC Deputy Director (U)	E	Exec	QQ	\$56.214	\$70.268	\$112.429	\$4,497.12	\$5,621.44	\$8,994.32	\$116,925	\$146,157	\$233,852
23	1011JB	AOC Deputy General Counsel - Attorney (U)	E	Exec	NN	\$42.225	\$52.781	\$84.450	\$3,378.00	\$4,222.48	\$6,756.00	\$87,828	\$109,784	\$175,656
24	8000JB	AOC Director (U)	E	Exec	RR	\$61.835	\$77.294	\$123.670	\$4,946.80	\$6,183.52	\$9,893.60	\$128,617	\$160,772	\$257,234
25	9438JB	AOC Emergency Response & Security Services (ERSS)	E	Admin	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011
26	9637JB	AOC Facilities Project Manager	E	Admin	KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026

LAST REVISED: FY2027 NMJB Job Classification & Pay Schedule 1% EFFECTIVE on 7-4-2026 Final

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SPEC	JOB TITLE	FLSA (typically)	FLSA Exemption (typically*)	Range	Min 80% or NM Minimum Wage	Compa Ratio of 100%	Max 160%	Min 80% (based on pay range)	Compa Ratio of 100%	Max 160%	Min 80% or NM Minimum Wage	Compa Ratio of 100%	Max 160%	
27	2512JB	AOC Financial Administrator	E	Admin	JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221
28	2513JB	AOC Fiscal Operations Manager	E	Admin	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011
29	1010JB	AOC General Counsel - Attorney (U)	E	Professional	PP	\$51.215	\$64.019	\$102.430	\$4,097.20	\$5,121.52	\$8,194.40	\$106,527	\$133,160	\$213,054
30	1047JB	AOC Government Relations Director (U)	E	Professional	MM/PP	\$51.215	\$64.019	\$102.430	\$4,097.20	\$5,121.52	\$8,194.40	\$106,527	\$133,160	\$213,054
31	2515JB	AOC Grants Administrator	E	Admin	JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221
32	2514JB	AOC Grants Administrator Senior	E	Admin	KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
33	2517JB	AOC Guardianship Annual Report Review Division (GARRD) Compliance Officer	E	Admin	JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221
34	2518JB	AOC Guardianship Annual Report Review Division (GARRD) Compliance Supervisor	E	Admin	KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
35	2015JB	AOC Human Resources Administrator	E	Admin	JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221
36	2006JB	AOC Human Resources Deputy Director (U)	E	Exec	NN	\$42.225	\$52.781	\$84.450	\$3,378.00	\$4,222.48	\$6,756.00	\$87,828	\$109,784	\$175,656
37	2000JB	AOC Human Resources Director (U)	E	Exec	PP	\$51.215	\$64.019	\$102.430	\$4,097.20	\$5,121.52	\$8,194.40	\$106,527	\$133,160	\$213,054
38	2010JB	AOC Human Resources Project Manager	E	Admin	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011
39	2013JB	AOC Human Resources Services Manager	E	Admin	MM	\$39.476	\$49.345	\$78.952	\$3,158.08	\$3,947.60	\$6,316.16	\$82,110	\$102,638	\$164,220
40	9429JB	AOC Human Resources Statewide Project Manager Senior	E	Admin	MM	\$39.476	\$49.345	\$78.952	\$3,158.08	\$3,947.60	\$6,316.16	\$82,110	\$102,638	\$164,220
41	9694JB	AOC IT Business Analyst	E	Computer	JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221
42	9691JB	AOC IT Business Analyst Senior	E	Computer	KK/MM	\$39.476	\$49.345	\$78.952	\$3,158.08	\$3,947.60	\$6,316.16	\$82,110	\$102,638	\$164,220
43	9640JB	AOC IT Security Specialist	E	Computer	MM	\$39.476	\$49.345	\$78.952	\$3,158.08	\$3,947.60	\$6,316.16	\$82,110	\$102,638	\$164,220
44	9642JB	AOC IT Security Specialist Senior	E	Computer	NN	\$42.225	\$52.781	\$84.450	\$3,378.00	\$4,222.48	\$6,756.00	\$87,828	\$109,784	\$175,656
45	9644JB	AOC IT Service Desk Supervisor	E	Computer	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011
46	9620JB	AOC IT Support Manager	E	Computer	MM/OO	\$46.218	\$57.772	\$92.435	\$3,697.44	\$4,621.76	\$7,394.80	\$96,133	\$120,166	\$192,265
47	8744JB	AOC Pretrial Data Analyst	E	Admin	KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
48	2511JB	AOC Procurement & Asset Manager	E	Admin	JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221
49	1001JB	AOC Reporting & Analytics Division Director (U)	E	Exec	PP	\$51.215	\$64.019	\$102.430	\$4,097.20	\$5,121.52	\$8,194.40	\$106,527	\$133,160	\$213,054
50	9671JB	AOC Software Application Development Manager	E	Computer	MM/OO	\$46.218	\$57.772	\$92.435	\$3,697.44	\$4,621.76	\$7,394.80	\$96,133	\$120,166	\$192,265
51	9426JB	AOC Statewide Background Investigation Unit Program Manager	E	Admin	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011
52	2516JB	AOC Statewide Behavioral Health Manager Senior	E	Professional	MM	\$39.476	\$49.345	\$78.952	\$3,158.08	\$3,947.60	\$6,316.16	\$82,110	\$102,638	\$164,220

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53	8743JB	AOC Statewide Data and Pretrial Program Manager	E	Admin	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011
54	9437JB	AOC Statewide Equity & Inclusion Manager	E	Admin	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011
55	9434JB	AOC Statewide Facility Security Manager	E	Admin	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011
56	9428JB	AOC Statewide Integration & Training Coordinator	E	Admin	KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
57	9433JB	AOC Statewide Language Access Services Coordinator	E	Professional	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011
58	9436JB	AOC Statewide LAS ADA Coordinator	E	Professional	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011
59	9432JB	AOC Statewide Pretrial Services Program Manager	E	Admin	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011
60	9425JB	AOC Statewide Pretrial Services Program Manager Senior	E	Admin	MM	\$39.476	\$49.345	\$78.952	\$3,158.08	\$3,947.60	\$6,316.16	\$82,110	\$102,638	\$164,220
61	9430JB	AOC Statewide Program Manager	E	Admin	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011
62	9435JB	AOC Statewide Program Manager Senior	E	Admin	MM	\$39.476	\$49.345	\$78.952	\$3,158.08	\$3,947.60	\$6,316.16	\$82,110	\$102,638	\$164,220
63	9615JB	AOC Systems & Network Manager	E	Computer	MM/OO	\$46.218	\$57.772	\$92.435	\$3,697.44	\$4,621.76	\$7,394.80	\$96,133	\$120,166	\$192,265
64	1021JB	Appellate Attorney - Assistant (U)	E	Professional	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011
65	1029JB	Appellate Attorney - Associate (U)	E	Professional	MM	\$39.476	\$49.345	\$78.952	\$3,158.08	\$3,947.60	\$6,316.16	\$82,110	\$102,638	\$164,220
66	1061JB	Appellate Attorney - Senior (U)	E	Professional	NN	\$42.225	\$52.781	\$84.450	\$3,378.00	\$4,222.48	\$6,756.00	\$87,828	\$109,784	\$175,656
67	1071JB	Appellate Attorney - Supervisor (U)	E	Professional	OO	\$46.218	\$57.772	\$92.435	\$3,697.44	\$4,621.76	\$7,394.80	\$96,133	\$120,166	\$192,265
68	1056JB	Appellate Mediator (U)	E	Professional	MM	\$39.476	\$49.345	\$78.952	\$3,158.08	\$3,947.60	\$6,316.16	\$82,110	\$102,638	\$164,220
69	9450JB	Appellate Paralegal (U)*	NC**		II	\$24.983	\$31.229	\$49.966	\$1,998.64	\$2,498.32	\$3,997.28	\$51,965	\$64,956	\$103,929
70	1236JB	Appellate Security Manager (U)	E	Admin	KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
71	9455JB	Appellate Technical Legal Editor (U)	E	Professional	II	\$24.983	\$31.229	\$49.966	\$1,998.64	\$2,498.32	\$3,997.28	\$51,965	\$64,956	\$103,929
72	1020JB	Attorney - Assistant (U)	E	Professional	KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
73	1025JB	Attorney - Associate (classified - retire when vacant)	E	Professional	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011
74	1030JB	Attorney - Associate (U)	E	Professional	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011
75	1034JB	Attorney - Associate ~ AOC (U)	E	Professional	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011
76	1035JB	Attorney - Chief Appellate (U)	E	Professional	OO	\$46.218	\$57.772	\$92.435	\$3,697.44	\$4,621.76	\$7,394.80	\$96,133	\$120,166	\$192,265
77	1051JB	Attorney - COA - Reporter of Decisions (U)	E	Professional	NN	\$42.225	\$52.781	\$84.450	\$3,378.00	\$4,222.48	\$6,756.00	\$87,828	\$109,784	\$175,656
78	1045JB	Attorney - General Counsel (U)	E	Professional	NN	\$42.225	\$52.781	\$84.450	\$3,378.00	\$4,222.48	\$6,756.00	\$87,828	\$109,784	\$175,656
79	1036JB	Attorney - Managing Attorney (U)	E	Professional	OO	\$46.218	\$57.772	\$92.435	\$3,697.44	\$4,621.76	\$7,394.80	\$96,133	\$120,166	\$192,265
80	1060JB	Attorney - Senior (U)	E	Professional	MM	\$39.476	\$49.345	\$78.952	\$3,158.08	\$3,947.60	\$6,316.16	\$82,110	\$102,638	\$164,220

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*Paid by SC Order **Not-Covered - personal staff of Judges
Final FLSA status should be determined by individual's duties

C - FLSA Non-exempt
E - FLSA Exempt [IT positions must earn \$27.63+ to be exempt]

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81	1065JB	Attorney - Supervisor (classified - retire when vacant)	E	Professional	NN	\$42.225	\$52.781	\$84.450	\$3,378.00	\$4,222.48	\$6,756.00	\$87,828	\$109,784	\$175,656	
82	1070JB	Attorney - Supervisor (U)	E	Professional	NN	\$42.225	\$52.781	\$84.450	\$3,378.00	\$4,222.48	\$6,756.00	\$87,828	\$109,784	\$175,656	
83	8775JB	Background Intake Officer	C		HH	\$22.169	\$27.711	\$44.338	\$1,773.52	\$2,216.88	\$3,547.04	\$46,112	\$57,639	\$92,223	
84	8770JB	Background Investigator	C		II	\$24.983	\$31.229	\$49.966	\$1,998.64	\$2,498.32	\$3,997.28	\$51,965	\$64,956	\$103,929	
85	9120JB	Bailiff (Classified)	C		BB	\$15.000	\$17.527	\$28.043	\$1,200.00	\$1,402.16	\$2,243.44	\$31,200	\$36,456	\$58,329	
86	9115JB	Bailiff (U)*	C		BB	\$15.000	\$17.527	\$28.043	\$1,200.00	\$1,402.16	\$2,243.44	\$31,200	\$36,456	\$58,329	
87	9110JB	Bailiff Supervisor	C		EE	\$16.490	\$20.613	\$32.981	\$1,319.20	\$1,649.04	\$2,638.48	\$34,299	\$42,875	\$68,600	
88	9107JB	Bailiff, Security (Classified)	C		CC	\$15.000	\$17.527	\$28.04	\$1,200.00	\$1,402.16	\$2,243.20	\$31,200	\$36,456	\$58,323	
89	9108JB	Bailiff, Security (U)*	C		CC	\$15.000	\$17.527	\$28.04	\$1,200.00	\$1,402.16	\$2,243.20	\$31,200	\$36,456	\$58,323	
90	2525JB	Budget Analyst	E	Admin	JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221	
91	9525JB	Business Specialist I	C		HH	\$22.169	\$27.711	\$44.338	\$1,773.52	\$2,216.88	\$3,547.04	\$46,112	\$57,639	\$92,223	
92	9526JB	Business Specialist II	E	Admin	II	\$24.983	\$31.229	\$49.966	\$1,998.64	\$2,498.32	\$3,997.28	\$51,965	\$64,956	\$103,929	
93	1158JB	Case Management Specialist I	C		FF	\$17.863	\$22.329	\$35.726	\$1,429.04	\$1,786.32	\$2,858.08	\$37,155	\$46,444	\$74,310	
94	1159JB	Case Management Specialist II	C		GG	\$19.773	\$24.716	\$39.546	\$1,581.84	\$1,977.28	\$3,163.68	\$41,128	\$51,409	\$82,256	
95	1157JB	Case Management Specialist III	C		HH	\$22.169	\$27.711	\$44.338	\$1,773.52	\$2,216.88	\$3,547.04	\$46,112	\$57,639	\$92,223	
96	1156JB	Case Management Specialist Supervisor	E	Admin	II	\$24.983	\$31.229	\$49.966	\$1,998.64	\$2,498.32	\$3,997.28	\$51,965	\$64,956	\$103,929	
97	8620JB	Case Manager	C		II	\$24.983	\$31.229	\$49.966	\$1,998.64	\$2,498.32	\$3,997.28	\$51,965	\$64,956	\$103,929	
98	9080JB	Certified Court Monitor	C		EE	\$16.490	\$20.613	\$32.981	\$1,319.20	\$1,649.04	\$2,638.48	\$34,299	\$42,875	\$68,600	
99	9085JB	Certified Court Monitor (U)*	C		EE	\$16.490	\$20.613	\$32.981	\$1,319.20	\$1,649.04	\$2,638.48	\$34,299	\$42,875	\$68,600	
100	9081JB	Certified Court Monitor Leadworker	C		FF	\$17.863	\$22.329	\$35.726	\$1,429.04	\$1,786.32	\$2,858.08	\$37,155	\$46,444	\$74,310	
101	9082JB	Certified Court Monitor Supervisor	C		HH	\$22.169	\$27.711	\$44.338	\$1,773.52	\$2,216.88	\$3,547.04	\$46,112	\$57,639	\$92,223	
102	9090JB	Certified Court Reporter	C		HH/II	\$24.983	\$31.229	\$49.966	\$1,998.64	\$2,498.32	\$3,997.28	\$51,965	\$64,956	\$103,929	
103	9097JB	Certified Real Time Court Reporter	C		II/JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221	
104	8025JB	Chief Appellate Court Clerk 1 (U)	E	Professional	PP	\$51.215	\$64.019	\$102.430	\$4,097.20	\$5,121.52	\$8,194.40	\$106,527	\$133,160	\$213,054	
105	8026JB	Chief Appellate Court Clerk 2 (U)	E	Professional	QQ	\$56.214	\$70.268	\$112.429	\$4,497.12	\$5,621.44	\$8,994.32	\$116,925	\$146,157	\$233,852	
106	8700JB	Chief Court Probation Officer	E	Admin	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011	
107	9179JB	Child Support Hearing Officer (U); may be paid between 60% to 72% of a District Judge	E	Professional	YY	may earn between \$65,515 - \$78,618					may earn between \$136,271.09 - \$163,525.31				
108	1115JB	Clinical Director 1	E	Professional	LL/MM	\$39.476	\$49.345	\$78.952	\$3,158.08	\$3,947.60	\$6,316.16	\$82,110	\$102,638	\$164,220	
109	1112JB	Clinical Director 2 (U)	E	Professional	NN/OO	\$46.218	\$57.772	\$92.435	\$3,697.44	\$4,621.76	\$7,394.80	\$96,133	\$120,166	\$192,265	

LAST REVISED: FY2027 NMJB Job Classification & Pay Schedule 1% EFFECTIVE on 7-4-2026 Final

JUDICIAL BRANCH
State of New Mexico
JOB CLASSIFICATION AND PAY SCHEDULE
Based on 2080 Hours

Effective July 4, 2026 - June 30, 2027
FISCAL YEAR 2027

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SPEC	JOB TITLE	FLSA (typically)	FLSA Exemption (typically*)	Range	Min 80% or NM Minimum Wage	Compa Ratio of 100%	Max 160%	Min 80% (based on pay range)	Compa Ratio of 100%	Max 160%	Min 80% or NM Minimum Wage	Compa Ratio of 100%	Max 160%	
110	1120JB	Clinical Forensic Psychologist (U)	E	Professional	LL/MM	\$39.476	\$49.345	\$78.952	\$3,158.08	\$3,947.60	\$6,316.16	\$82,110	\$102,638	\$164,220
111	9035JB	Compilation Commission Director (U)	E	Professional	ZZ									
112	1151JB	Counseling Operations Manager	E	Professional	LL/MM	\$39.476	\$49.345	\$78.952	\$3,158.08	\$3,947.60	\$6,316.16	\$82,110	\$102,638	\$164,220
113	1170JB	Court Clinical Services Coordinator	E	Professional	KK/LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011
114	1140JB	Court Clinician 1	E	Professional	JJ/KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
115	1130JB	Court Clinician 2	E	Professional	KK/LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011
116	1160JB	Court Counselor	E	Admin	II/JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221
117	8010JB	Court Executive Officer 1 (U)	E	Exec	OO	\$46.218	\$57.772	\$92.435	\$3,697.44	\$4,621.76	\$7,394.80	\$96,133	\$120,166	\$192,265
118	8015JB	Court Executive Officer 2 (U) (maximum of pay range capped at 95% of a BCMC Judge's pay.	E	Exec	PP	\$51.215	\$64.019	\$98.544	\$4,097.20	\$5,121.52	\$7,883.52	\$106,527	\$133,160	\$204,974.43
119	8020JB	Court Executive Officer 3 (U)(maximum of pay range capped at 100% of a BCMC Judge's pay.	E	Exec	QQ	\$56.214	\$70.268	\$103.730	\$4,497.12	\$5,621.44	\$8,298.40	\$116,925	\$146,157	\$215,762.56
120	1241JB	Court Facilities Manager	E	Admin	KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
121	1242JB	Court Facilities Manager (U)	E	Admin	KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
122	2535JB	Court Financial Administrator	E	Admin	JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221
123	2532JB	Court Financial Manager 1	E	Admin	KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
124	2530JB	Court Financial Manager 2	E	Admin	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011
125	2061JB	Court Financial Operations Manager	E	Exec	MM	\$39.476	\$49.345	\$78.952	\$3,158.08	\$3,947.60	\$6,316.16	\$82,110	\$102,638	\$164,220
126	2021JB	Court Human Resources Operations Manager	E	Exec	MM	\$39.476	\$49.345	\$78.952	\$3,158.08	\$3,947.60	\$6,316.16	\$82,110	\$102,638	\$164,220
127	9075JB	Court Interpreter	C		II/JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221
128	9079JB	Court Interpreter Supervisor	E	Admin	JJ/KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
129	9636JB	Court IT Operations Manager	E	Computer	MM/OO	\$46.218	\$57.772	\$92.435	\$3,697.44	\$4,621.76	\$7,394.80	\$96,133	\$120,166	\$192,265
130	9009JB	Court Manager 1	E	Admin	II	\$24.983	\$31.229	\$49.966	\$1,998.64	\$2,498.32	\$3,997.28	\$51,965	\$64,956	\$103,929
131	9006JB	Court Manager 2	E	Admin	JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221
132	9007JB	Court Manager 3	E	Admin	KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
133	8725JB	Court Probation Officer 1	C		HH	\$22.169	\$27.711	\$44.338	\$1,773.52	\$2,216.88	\$3,547.04	\$46,112	\$57,639	\$92,223
134	8720JB	Court Probation Officer 2	C		II	\$24.983	\$31.229	\$49.966	\$1,998.64	\$2,498.32	\$3,997.28	\$51,965	\$64,956	\$103,929
135	8715JB	Court Probation Officer Leadworker	C		JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221

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JUDICIAL BRANCH
State of New Mexico
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SPEC	JOB TITLE	FLSA (typically)	FLSA Exemption (typically*)	Range	Min 80% or NM Minimum Wage	Compa Ratio of 100%	Max 160%	Min 80% (based on pay range)	Compa Ratio of 100%	Max 160%	Min 80% or NM Minimum Wage	Compa Ratio of 100%	Max 160%		
136	8710JB	Court Probation Officer Supervisor	E	Admin	KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026	
137	9423JB	Court Programs & Operations Manager	E	Admin	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011	
138	9424JB	Court Programs & Operations Manager (U)	E	Admin	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011	
139	9105JB	Court Security Officer	C		DD	\$15.270	\$19.088	\$30.541	\$1,221.60	\$1,527.04	\$2,443.28	\$31,762	\$39,703	\$63,525	
140	9106JB	Court Security Officer Supervisor	E	Admin	FF	\$17.863	\$22.329	\$35.726	\$1,429.04	\$1,786.32	\$2,858.08	\$37,155	\$46,444	\$74,310	
141	9012JB	Court Services Leadworker	C		HH	\$22.169	\$27.711	\$44.338	\$1,773.52	\$2,216.88	\$3,547.04	\$46,112	\$57,639	\$92,223	
142	9013JB	Court Services Manager	E	Admin	II	\$24.983	\$31.229	\$49.966	\$1,998.64	\$2,498.32	\$3,997.28	\$51,965	\$64,956	\$103,929	
143	9014JB	Court Services Specialist	C		GG	\$19.773	\$24.716	\$39.546	\$1,581.84	\$1,977.28	\$3,163.68	\$41,128	\$51,409	\$82,256	
144	1080JB	Court Support Navigator (previously titled Forensic Peer Support Specialist)	C		HH	\$22.169	\$27.711	\$44.338	\$1,773.52	\$2,216.88	\$3,547.04	\$46,112	\$57,639	\$92,223	
145	1301JB	Court Training Operations Manager	E	Admin	KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026	
146	1230JB	Custodian Including Evening Custodian	C		AA	\$15.000	\$17.527	\$28.043	\$1,200.00	\$1,402.16	\$2,243.44	\$31,200	\$36,456	\$58,329	
147	9625JB	Database Administrator	E	Computer	JJ/LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011	
148	9630JB	Database Administrator Senior	E	Computer	KK/MM	\$39.476	\$49.345	\$78.952	\$3,158.08	\$3,947.60	\$6,316.16	\$82,110	\$102,638	\$164,220	
149	8027JB	Deputy Chief Appellate Court Clerk 2 (U) (Supreme Court)	E	Exec	PP	\$50.722	\$63.403	\$101.445	\$4,057.76	\$5,072.24	\$8,115.60	\$105,502	\$131,878	\$211,006	
150	8001JB	Deputy Court Executive Officer 1 (classified - retire when vacant)	E	Exec	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011	
151	8002JB	Deputy Court Executive Officer 1 (U)	E	Exec	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011	
152	8005JB	Deputy Court Executive Officer 2 (classified - retire when vacant)	E	Exec	MM	\$39.476	\$49.345	\$78.952	\$3,158.08	\$3,947.60	\$6,316.16	\$82,110	\$102,638	\$164,220	
153	8004JB	Deputy Court Executive Officer 2 (U)	E	Exec	MM	\$39.476	\$49.345	\$78.952	\$3,158.08	\$3,947.60	\$6,316.16	\$82,110	\$102,638	\$164,220	
154	8006JB	Deputy Court Executive Officer 3 (U)	E	Exec	OO	\$46.218	\$57.772	\$92.435	\$3,697.44	\$4,621.76	\$7,394.80	\$96,133	\$120,166	\$192,265	
155	1100JB	Domestic Relations Hearing Officer (U) may be paid between 60% to 72% of a District Judge	E	Professional	YY	may earn between \$65,515 - \$78,618					may earn between \$136,271.09 - \$163,525.31				
156	2540JB	Financial Specialist	C		HH	\$22.169	\$27.711	\$44.338	\$1,773.52	\$2,216.88	\$3,547.04	\$46,112	\$57,639	\$92,223	
157	2545JB	Financial Specialist Senior	C		II	\$24.983	\$31.229	\$49.966	\$1,998.64	\$2,498.32	\$3,997.28	\$51,965	\$64,956	\$103,929	
158	2550JB	Financial Specialist Technician	C		GG	\$19.773	\$24.716	\$39.546	\$1,581.84	\$1,977.28	\$3,163.68	\$41,128	\$51,409	\$82,256	
159	2555JB	Financial Supervisor	E	Admin	JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221	
160	1000JB	General Counsel to the Chief Justice (U)	E	Professional	PP	\$51.215	\$64.019	\$102.430	\$4,097.20	\$5,121.52	\$8,194.40	\$106,527	\$133,160	\$213,054	
161	2035JB	Human Resources Administrator	E	Admin	HH	\$22.169	\$27.711	\$44.338	\$1,773.52	\$2,216.88	\$3,547.04	\$46,112	\$57,639	\$92,223	

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State of New Mexico
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SPEC	JOB TITLE	FLSA (typically)	FLSA Exemption (typically*)	Range	Min 80% or NM Minimum Wage	Compa Ratio of 100%	Max 160%	Min 80% (based on pay range)	Compa Ratio of 100%	Max 160%	Min 80% or NM Minimum Wage	Compa Ratio of 100%	Max 160%	
162	2030JB	Human Resources Administrator Senior	E	Admin	JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221
163	2040JB	Human Resources Generalist	C		GG	\$19.773	\$24.716	\$39.546	\$1,581.84	\$1,977.28	\$3,163.68	\$41,128	\$51,409	\$82,256
164	2025JB	Human Resources Supervisor	E	Admin	KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
165	9238JB	HVAC Maintenance Worker	C		FF	\$17.863	\$22.329	\$35.726	\$1,429.04	\$1,786.32	\$2,858.08	\$37,155	\$46,444	\$74,310
166	8992JB	Intern - College Intern (U)	C		DD	\$15.270	\$19.088	\$30.541	\$1,221.60	\$1,527.04	\$2,443.28	\$31,762	\$39,703	\$63,525
167	8993JB	Intern - Graduate School Intern (U)	C		FF	\$17.863	\$22.329	\$35.726	\$1,429.04	\$1,786.32	\$2,858.08	\$37,155	\$46,444	\$74,310
168	8991JB	Intern - High School Intern (U)	C		CC	\$15.000	\$17.527	\$28.043	\$1,200.00	\$1,402.16	\$2,243.44	\$31,200	\$36,456	\$58,329
169	9260JB	Internal Auditor	E	Admin	JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221
170	9265JB	Internal Auditor Supervisor	E	Admin	KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
171	9685JB	IT Project Manager	E	Computer	KK/MM	\$39.476	\$49.345	\$78.952	\$3,158.08	\$3,947.60	\$6,316.16	\$82,110	\$102,638	\$164,220
172	9690JB	IT Project Manager Senior	E	Computer	LL/NN	\$42.225	\$52.781	\$84.450	\$3,378.00	\$4,222.48	\$6,756.00	\$87,828	\$109,784	\$175,656
173	9692JB	IT Quality Assurance Analyst	E	Computer	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011
174	9645JB	IT Specialist	E	Computer	II/KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
175	9655JB	IT Specialist Manager	E	Computer	LL/NN	\$42.225	\$52.781	\$84.450	\$3,378.00	\$4,222.48	\$6,756.00	\$87,828	\$109,784	\$175,656
176	9650JB	IT Specialist Senior	E	Computer	KK/MM	\$39.476	\$49.345	\$78.952	\$3,158.08	\$3,947.60	\$6,316.16	\$82,110	\$102,638	\$164,220
177	9626JB	IT Technician	C/E	Computer	II	\$24.983	\$31.229	\$49.966	\$1,998.64	\$2,498.32	\$3,997.28	\$51,965	\$64,956	\$103,929
178	9693JB	IT Training Coordinator	E	Computer	KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
179	9186JB	JSC Assistant Investigative Trial Counsel (U)	E	Professional	KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
180	1155JB	JSC Case Management Specialist 1	C		FF	\$17.863	\$22.329	\$35.726	\$1,429.04	\$1,786.32	\$2,858.08	\$37,155	\$46,444	\$74,310
181	9199JB	JSC Chief Financial Officer	E	Exec	PP	\$51.215	\$64.019	\$102.430	\$4,097.20	\$5,121.52	\$8,194.40	\$106,527	\$133,160	\$213,054
182	9194JB	JSC Deputy Chief Financial Officer	E	Admin	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011
183	9197JB	JSC Deputy Director (U)	E	Exec	NN	\$42.225	\$52.781	\$84.450	\$3,378.00	\$4,222.48	\$6,756.00	\$87,828	\$109,784	\$175,656
184	9191JB	JSC Director (U)	E	Exec	ZZ									
185	9192JB	JSC Financial Manager (U)	E	Admin	JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221
186	9189JB	JSC Investigation & Clerk Specialist	E	Admin	HH	\$22.169	\$27.711	\$44.338	\$1,773.52	\$2,216.88	\$3,547.04	\$46,112	\$57,639	\$92,223
187	9187JB	JSC Investigative Trial Counsel (U)	E	Professional	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011
188	9193JB	JSC Law Clerk (U)		NC**	JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221
189	9466JB	JSC Legal & Financial Assistant 1	C		FF	\$17.863	\$22.329	\$35.726	\$1,429.04	\$1,786.32	\$2,858.08	\$37,155	\$46,444	\$74,310
190	9465JB	JSC Legal Assistant I	C		FF	\$17.863	\$22.329	\$35.726	\$1,429.04	\$1,786.32	\$2,858.08	\$37,155	\$46,444	\$74,310
191	9196JB	JSC Paralegal	C		II	\$24.983	\$31.229	\$49.966	\$1,998.64	\$2,498.32	\$3,997.28	\$51,965	\$64,956	\$103,929

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*Paid by SC Order **Not-Covered - personal staff of Judges
Final FLSA status should be determined by individual's duties

C - FLSA Non-exempt
E - FLSA Exempt [IT positions must earn \$27.63+ to be exempt]

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State of New Mexico
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	SPEC	JOB TITLE	FLSA (typically)	FLSA Exemption (typically*)	Range	Min 80% or NM Minimum Wage	Compa Ratio of 100%	Max 160%	Min 80% (based on pay range)	Compa Ratio of 100%	Max 160%	Min 80% or NM Minimum Wage	Compa Ratio of 100%	Max 160%
192	9188JB	JSC Senior Investigative Trial Counsel (U)	E	Professional	MM	\$39.476	\$49.345	\$78.952	\$3,158.08	\$3,947.60	\$6,316.16	\$82,110	\$102,638	\$164,220
193	9101JB	Judicial Specialist 1	C		FF	\$17.863	\$22.329	\$35.726	\$1,429.04	\$1,786.32	\$2,858.08	\$37,155	\$46,444	\$74,310
194	9102JB	Judicial Specialist 2	C		GG	\$19.773	\$24.716	\$39.546	\$1,581.84	\$1,977.28	\$3,163.68	\$41,128	\$51,409	\$82,256
195	9104JB	Judicial Specialist Leadworker	C		HH	\$22.169	\$27.711	\$44.338	\$1,773.52	\$2,216.88	\$3,547.04	\$46,112	\$57,639	\$92,223
196	9103JB	Judicial Specialist Senior	C		HH	\$22.169	\$27.711	\$44.338	\$1,773.52	\$2,216.88	\$3,547.04	\$46,112	\$57,639	\$92,223
197	9205JB	Judicial Specialist Supervisor	E	Admin	II	\$24.983	\$31.229	\$49.966	\$1,998.64	\$2,498.32	\$3,997.28	\$51,965	\$64,956	\$103,929
198	9405JB	Language Access Coordinator	E	Professional	KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
199	1074JB	Law Clerk - Appellate Law Clerk 2 (U)	NC**		KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
200	1073JB	Law Clerk - Appellate Law Clerk 3 (U)	NC**		LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011
201	1075JB	Law Clerk 1 (U)	NC**		JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221
202	1076JB	Law Clerk Senior (U)	NC**		KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
203	9301JB	Law Librarian 1	E	Professional	JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221
204	9303JB	Law Librarian 1 (U)	E	Professional	JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221
205	9302JB	Law Librarian 2	E	Professional	KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
206	9304JB	Law Librarian 2 (U)	E	Professional	KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
207	9305JB	Law Librarian Senior	E	Professional	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011
208	9306JB	Law Librarian Senior (U)	E	Professional	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011
209	9460JB	Legal Office Specialist	C		HH	\$22.169	\$27.711	\$44.338	\$1,773.52	\$2,216.88	\$3,547.04	\$46,112	\$57,639	\$92,223
210	9300JB	Library Technician	C		FF	\$17.863	\$22.329	\$35.726	\$1,429.04	\$1,786.32	\$2,858.08	\$37,155	\$46,444	\$74,310
211	8610JB	Magistrate DWI Drug Court Program Coordinator	E	Admin	II	\$24.983	\$31.229	\$49.966	\$1,998.64	\$2,498.32	\$3,997.28	\$51,965	\$64,956	\$103,929
212	8600JB	Magistrate DWI Drug Court Program Supervisor	E	Admin	JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221
213	1250JB	Maintenance Worker	C		EE	\$16.490	\$20.613	\$32.981	\$1,319.20	\$1,649.04	\$2,638.48	\$34,299	\$42,875	\$68,600
214	9294JB	Management Analyst	E	Admin	JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221
215	9099JB	Managing Court Reporter	E	Admin	JJ/KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
216	9660JB	Network Systems Administrator	E	Computer	II/KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
217	9665JB	Network Systems Administrator Senior	E	Computer	KK/MM	\$39.476	\$49.345	\$78.952	\$3,158.08	\$3,947.60	\$6,316.16	\$82,110	\$102,638	\$164,220
218	9447JB	Paralegal	C		II	\$24.983	\$31.229	\$49.966	\$1,998.64	\$2,498.32	\$3,997.28	\$51,965	\$64,956	\$103,929
219	9448JB	Paralegal (U)	C		II	\$24.983	\$31.229	\$49.966	\$1,998.64	\$2,498.32	\$3,997.28	\$51,965	\$64,956	\$103,929

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JUDICIAL BRANCH
State of New Mexico
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Based on 2080 Hours

Effective July 4, 2026 - June 30, 2027
FISCAL YEAR 2027

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	SPEC	JOB TITLE	FLSA (typically)	FLSA Exemption (typically*)	Range	Min 80% or NM Minimum Wage	Compa Ratio of 100%	Max 160%	Min 80% (based on pay range)	Compa Ratio of 100%	Max 160%	Min 80% or NM Minimum Wage	Compa Ratio of 100%	Max 160%
220	8768JB	Pretrial Electronic Monitoring & Supervision Leadworker	C		JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221
221	8766JB	Pretrial Electronic Monitoring & Supervision Officer	C		II	\$24.983	\$31.229	\$49.966	\$1,998.64	\$2,498.32	\$3,997.28	\$51,965	\$64,956	\$103,929
222	8767JB	Pretrial Electronic Monitoring & Supervision Supervisor	E	Admin	KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
223	8745JB	Pretrial Program Manager	E	Admin	KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
224	8765JB	Pretrial Services Officer 1	C		HH	\$22.169	\$27.711	\$44.338	\$1,773.52	\$2,216.88	\$3,547.04	\$46,112	\$57,639	\$92,223
225	8760JB	Pretrial Services Officer 2	C		II	\$24.983	\$31.229	\$49.966	\$1,998.64	\$2,498.32	\$3,997.28	\$51,965	\$64,956	\$103,929
226	8755JB	Pretrial Services Officer Leadworker	C		JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221
227	8750JB	Pretrial Services Supervisor	E	Admin	KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
228	2565JB	Procurement Specialist	C		HH	\$22.169	\$27.711	\$44.338	\$1,773.52	\$2,216.88	\$3,547.04	\$46,112	\$57,639	\$92,223
229	9415JB	Program / Project Coordinator	E	Admin	II	\$24.983	\$31.229	\$49.966	\$1,998.64	\$2,498.32	\$3,997.28	\$51,965	\$64,956	\$103,929
230	9414JB	Program / Project Specialist	C		HH	\$22.169	\$27.711	\$44.338	\$1,773.52	\$2,216.88	\$3,547.04	\$46,112	\$57,639	\$92,223
231	9410JB	Program Manager	E	Admin	KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
232	9400JB	Project Manager	E	Admin	KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
233	9602JB	Public Information Officer (PIO) (U)	E	Admin	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011
234	9670JB	Software Applications Developer	E	Computer	II/KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
235	9675JB	Software Applications Developer Senior	E	Computer	KK/MM	\$39.476	\$49.345	\$78.952	\$3,158.08	\$3,947.60	\$6,316.16	\$82,110	\$102,638	\$164,220
236	9680JB	Software Development Manager	E	Computer	LL/NN	\$42.225	\$52.781	\$84.450	\$3,378.00	\$4,222.48	\$6,756.00	\$87,828	\$109,784	\$175,656
237	9847JB	Special Commissioner (U) may be paid between 60% to 72% of a District Judge	E	Professional	YY	may earn between \$65,515 - \$78,618					may earn between \$136,271.09 - \$163,525.31			
238	9309JB	State Law Librarian (U)	E	Exec	OO	\$46.218	\$57.772	\$92.435	\$3,697.44	\$4,621.76	\$7,394.80	\$96,133	\$120,166	\$192,265
239	9431JB	Statewide Facilities Manager	E	Admin	LL	\$36.541	\$45.676	\$73.082	\$2,923.28	\$3,654.08	\$5,846.56	\$76,005	\$95,006	\$152,011
240	2570JB	Storekeeper	C		EE	\$16.490	\$20.613	\$32.981	\$1,319.20	\$1,649.04	\$2,638.48	\$34,299	\$42,875	\$68,600
241	2580JB	Support Services Manager	E	Admin	JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221
242	1210JB	Supreme Court Building & Grounds Asst. Superintendent	E	Admin	HH	\$22.169	\$27.711	\$44.338	\$1,773.52	\$2,216.88	\$3,547.04	\$46,112	\$57,639	\$92,223
243	1201JB	Supreme Court Building & Grounds Superintendent (Classified)	E	Admin	II	\$24.983	\$31.229	\$49.966	\$1,998.64	\$2,498.32	\$3,997.28	\$51,965	\$64,956	\$103,929

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244	1231JB	Supreme Court Custodial Night Watchperson Supervisor	E	Admin	FF	\$17.863	\$22.329	\$35.726	\$1,429.04	\$1,786.32	\$2,858.08	\$37,155	\$46,444	\$74,310
245	1232JB	Supreme Court Custodian Night Watchperson	C		BB	\$15.000	\$17.527	\$28.043	\$1,200.00	\$1,402.16	\$2,243.44	\$31,200	\$36,456	\$58,329
246	1234JB	Supreme Court Facilities Manager (U)	E	Admin	KK	\$31.978	\$39.972	\$63.955	\$2,558.24	\$3,197.76	\$5,116.40	\$66,514	\$83,142	\$133,026
247	9121JB	Supreme Court Security Officer	C		EE	\$16.490	\$20.613	\$32.981	\$1,319.20	\$1,649.04	\$2,638.48	\$34,299	\$42,875	\$68,600
248	9122JB	Supreme Court Security Officer Leadworker	C		FF	\$17.863	\$22.329	\$35.726	\$1,429.04	\$1,786.32	\$2,858.08	\$37,155	\$46,444	\$74,310
249	9123JB	Supreme Court Security Officer Supervisor	E	Admin	GG	\$19.773	\$24.716	\$39.546	\$1,581.84	\$1,977.28	\$3,163.68	\$41,128	\$51,409	\$82,256
250	9060JB	Surveillance Officer	C		FF	\$17.863	\$22.329	\$35.726	\$1,429.04	\$1,786.32	\$2,858.08	\$37,155	\$46,444	\$74,310
251	9065JB	Surveillance Officer Leadworker	C		GG	\$19.773	\$24.716	\$39.546	\$1,581.84	\$1,977.28	\$3,163.68	\$41,128	\$51,409	\$82,256
252	1310JB	Training Coordinator	E	Admin	JJ	\$28.418	\$35.523	\$56.837	\$2,273.44	\$2,841.84	\$4,546.96	\$59,109	\$73,888	\$118,221
253	9020JB	Trial Court Administrative Assistant (U) (TCAA)*	NC**		HH	\$22.169	\$27.711	\$44.338	\$1,773.52	\$2,216.88	\$3,547.04	\$46,112	\$57,639	\$92,223
Legend														
C	FLSA nonexempt (Covered)				NC**	Not Covered - personal staff of Judges FLSA § 3€(2)(C)(i)(II) (TCAAs and Appellate Paralegals only)								
E	FLSA exempt				<p>NOTE: FLSA IT</p> <p>JOBS: IT Job Classifications paid below \$27.63 are Covered, paid more than \$27.63 are Exempt. Eff 11/15/2024: Employees paid less than \$35,568, or \$17.10/hour are covered under the FLSA.</p> <p>History: The FLSA 2024 rule increased the overtime salary threshold in two phases, but federal courts blocked these changes in November 2024. The rule initially raised the threshold to \$844 per week (\$43,888 annually) on July 1, 2024, and set a rise to \$1,128 per week (\$58,656 annually) on January 1, 2025. Legal Status: A federal court in Texas vacated the rule on November 15, 2024, meaning both the July 2024, and the planned 2025 increase are blocked, effectively reverting the threshold back to the 2019 level of \$684 per week (\$35,568 annually).</p>									
Final FLSA Status should be determined by the individual's job duties					*At-will judges staff paid by Supreme Court Order.									
	NMJB / NM state minimum wage \$15.00 hour													